

FAHROgram

FLORIDA ASSOCIATION OF HOUSING AND REDEVELOPMENT OFFICIALS

September/October 2016

President's Message

FAHRO Convention & Summit: Extraordinary!

Congratulations to the team from the Lakeland Housing Authority, champions of the 4th Annual FAHRO Invitational State-wide Basketball Tournament, which was held prior to the FAHRO Annual Convention and Trade Show in Orlando.

The 2016 Annual Convention was one of the best attended in FAHRO's history. Convention breakout sessions were conducted by industry leaders and U.S. HUD representatives covering a range of topics including State and Federal Affairs, Fair Housing and Disparate Impact, Combatting Homelessness, Crime and Security in the Industry, and Maximizing Maintenance.

The first-ever FAHRO Housing Summit was an extraordinary success story with the

participation of high-ranking officials from the nation's leading housing advocacy groups, including U.S. HUD, NAHRO, PHADA and SERC. The Housing Summit emerged as a unique forum to discuss current housing topics of nationwide relevance. In the process, the Summit focused on key areas of consensus for advocacy to ensure that federal housing programs continue to succeed in times of unprecedented federal budget deficits.

For those of you who attended the FAHRO Annual Convention and/or the FAHRO Housing Summit, thank you for your continued support and commitment to the disadvantaged in our communities.



Miguell Del Campillo

Calendar

FAHRO REGIONAL TRAINING

Procurement & Section 3
October 17-19, 2016
Ft. Myers Housing Authority

HCV Training
December 5-9, 2016
Lakeland, Florida

Need specific training or classes?
Email Laura@FAHRO.org to help set them up!

Visit the FAHRO Website!



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Legislative Affairs

Primary Election Day

by Oscar Anderson, FAHRO State Affairs Consultant

Primary Election Day has come and gone. Despite the best efforts of Tropical Storm Hermine, about one in four registered voters cast their ballots in the primary election. This was the highest turnout for a primary since 2004. Preliminary data from the Division of Elections shows that almost 3 million people voted.

Several key races were simplified (if not basically decided). U.S. Senator Marco Rubio coasted to victory over businessman Carlos Beruff in the Republican Primary, and U.S. Congressman Patrick Murphy squeaked by

a victory over U.S. Congressman Alan Grayson. The showdown in November will likely be heavily influenced by the turnout in the presidential race, with most pundits assuming Rubio will be reelected.

Several congressional seats were in play. The election held on August 30 will keep familiar names representing



Oscar Anderson

See **LEGISLATIVE AFFAIRS** on page 12

Internal Circulation



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Member Feedback

Do you need help with a project or issue and want to see if any of our readers have the answer? Has a colleague done something wonderful that deserves an attaboy or attagirl? Or are you just frustrated and want to vent? Here is your chance to (anonymously if you wish) say thanks, ask for assistance, vent your frustrations, express your opinion or let us know how you feel.

- Congratulation to the Pinellas County HA on being chosen a recipient of the NAHRO Award of Merit: Project Design for Landings at Cross Bayou. Landings at Cross Bayou is the result of public-private partnerships providing mixed-financing for 184 apartment homes. Built in 1970, every unit was taken back to the exterior concrete walls and remodeled from the inside out. The project was co-developed by the housing authority and Norstar Development USA, LP, and was designed by Bessolo Design Group Inc.
- Congratulations to Crestview HA on being rated a HUD High Performing Agency with a PHAS score of 90. "The Crestview Housing Authority has experienced many changes over the past few years and is continuously striving to provide the best possible service, not only to our tenants but also the community as a whole," says Executive Director Judy Adams.



- Pahokee HA congratulates staff member Teresa A. Bynes for her recent achievement in obtaining her housing management certification. Ms. Bynes, who is also a PHA resident, was provided job training and employment under PHA's Section 3 program. Ms. Bynes achieved her certification through an online program offered by Nan McKay & Associates. PHA residents and staff are very proud of her accomplishment. Ms. Bynes is sound proof that Section 3 works!



Teresa A. Bynes

If you would like to contribute to Sounding Off, please email your comments to Susan Trainor, FAHROgram editor, editor.trainor@gmail.com.

The FAHRO Family

Dear FAHRO Family,

With heavy hearts we announce the sudden and tragic passing of our friend and colleague Omar Arce on August 4, 2016.

Omar worked in the housing industry for over 30 years. Since the 1980s Omar was employed in the Tampa Bay area, working for housing authorities in Tampa, St. Petersburg and Pinellas County. He also assisted other nearby housing authorities and non-profits with UPCS inspections, project management and first-time homebuyer trainings in his native Spanish language. Omar was UPCS certified and also taught UPCS training in Spanish for Annettie Machuca & Associates in Puerto Rico, a contractor for Nan McKay & Associates. In recent years, Omar also completed the Community Real Estate Development program with the University of South Florida.

We will greatly miss Omar, his knowledge, helpfulness and genuine kindness of heart. Expressions of sympathy for Omar's family may be sent to Pinellas County Housing Authority, attention Stephanie Rinkenber.

PCHA Board and Staff





We Love Our Lindsey Software.

Bartow Housing Authority

Executive Director: Catherine E. Reddick
Bartow, Florida

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23 years, and I would
not use anything else.
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good shortcuts, that it
doesn’t take me long
to do anything!”*

— CATHERINE REDDICK —

KEY TAKEAWAYS

- User-friendly software
- Easy to learn
- Economical
- Saves time
- Free, unlimited training
- Great support
- Mobile solutions
- Online rental applications

THE SITUATION

Catherine Reddick, Executive Director of Bartow Housing Authority in Florida loves to talk about Lindsey software. With more than 23 years as a user, she feels that Lindsey is user-friendly, very easy to learn and helps her do her job more effectively.

Catherine began her career in public housing at the Winter Haven Housing Authority. After 13 years, she moved to the Bartow Housing Authority as Executive Director and has been there for 11 years.

THE SOLUTION

Lindsey is a total solution for Catherine and her staff and she is not afraid to tell other agencies. “I know I am not their largest client, but they always treat me like I am,” says Catherine.

Bartow HA uses almost every module Lindsey has, plus the mobile solutions and HousingManager.com online rental applications. They have made an investment in the entire package and like the way everything works together.

MOBILE

Catherine comments, “When we first got the mobile products, I was a little afraid of making the change. Then I went out and did an inspection on the iPad myself and realized that it was much easier than I ever expected.”

HOUSINGMANAGER.COM

Moving applications online has been extremely beneficial in reducing tenant traffic in the office. Tenants are very versatile and have adapted well to filling out applications from their computer, tablet or mobile device.

TRAINING & SUPPORT

Catherine and her staff take advantage of the free training opportunities whenever possible, attending webinars and using the online Portal. “We use support when there is a problem, or something I just cannot figure out. They know me by my first name,” says Catherine with a smile.

Bartow Housing Authority is a satisfied Lindsey customer. After 23 years using Lindsey, Catherine says it would be hard to find another company that could change her mind. “Lindsey has made an investment in this industry by creating products that make my job easier, and I have made an investment in Lindsey.”

Recent Court Decisions on Violations of the Public Records Act

by Suzanne J. DeCopain



Suzanne J. DeCopain

On Apr. 14, 2016, the Florida Supreme Court issued its opinion in the case of the *Board of Trustees, Jacksonville Police and Fire Pension Fund v. Curtis W. Lee*, No. SC13-1315 (Fla. April 14, 2016). The decision resolves a conflict between the Third, Fourth and Fifth District Courts of Appeal and the First and Second District Courts of Appeal.

Section 119.12, Florida Statutes, provides that if a court determines that an agency “unlawfully refuses” to permit a public record to be inspected or copied, the court shall award attorney’s fees and costs against the violating agency. Prior to 1984, attorney’s fees were awarded if the agency “unreasonably refused” inspection of a public record or a public record to be copied (Ch. 75-225, Laws of Fla.).

Since the expansion of the statute from “unreasonably refused” to “unlawfully refuses,” courts have been left to interpret the change and to establish the standard of when a prevailing party is entitled to recover attorney’s fees and costs. The First and Second District Courts of Appeal concluded that there are no exceptions in awarding attorney’s fees under Chapter 119 if

the court determines there has been a violation of the Public Records Act. The Third, Fourth and Fifth District Courts of Appeal concluded that for a prevailing party to recover attorney’s fees and costs, there must first be a showing by the petitioner that the agency either acted unreasonably or in bad faith.

The Florida Supreme Court ultimately agreed with the First and Second District Courts of Appeal, holding that the additional showing that the agency either acted unreasonably or in bad faith is improper and contrary to the legislative intent. In reaching its holding, the Supreme Court applied principles of statutory construction and considered the legislative intent of Section 119.12, providing that “... section 119.12 has the dual role of both deterring agencies from wrongfully denying access to public records and encouraging individuals to continue pursuing their right to access public records” (*Id.* at 11). The Supreme Court also examined the explicit language used in Section 119.12 and found that if the Legislature desired to provide a “good faith” exception or standard, the Legislature would have included such an exception. “The

See **LEGAL UPDATE** on page 6

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absence of any such standards in section 119.12—whether good or bad faith, reasonable, or knowingly and willfully—clearly indicates that section 119.12 is not contingent on a finding of the public agency’s unreasonableness or bad faith before allowing for an award of attorney’s fees under the Public Records Act” (*Id.* at 15).

On July 15, 2016, the Fifth District Court of Appeal issued its opinion in the case of *Timothy B. Cookston v. Office of the Public Defender*, No. 5D15-4074 (Fla. 5th DCA July 15, 2016). In this case, the petitioner received the requested documents shortly after seeking relief from the court based on the failure of the public defender’s office to provide the documents. The lower court dismissed the case as moot since the petitioner received the documents. The appellate court held that the lower court should not have dismissed the case as moot, but should have further determined whether there was a violation of the Public Records Act entitling the petitioner to attorney’s fees and costs.

These recent cases demonstrate that public agencies are charged with the duty to comply with requests for public records. Agencies can no longer depend on the argument that they acted in “good faith” in their response to public records requests to avoid being assessed attorney’s fees and costs.

Suzanne J. DeCoppain is an associate with Saxon Gilmore. She practices in the area of affordable and public housing. She can be reached at 813/314-4528 or sdecoppain@saxongilmore.com. 🌿

FAHRO Peer Assistance Network Stands Ready to Help

FAHRO offers many great resources to members, including education, advocacy and communications relevant to your agency. One of the greatest benefits of membership, however, is being a part of the FAHRO family. Many agencies have relied on the members and staff of FAHRO to help them out of a tough situation when they had many questions and very few, if any, answers.



One way to receive support is by contacting the FAHRO Peer Assistance Network. This committee, chaired by Becky-Sue Mercer of the Arcadia Housing Authority, provides members with solutions to their toughest problems. The committee consists of 12 members of variously sized housing authorities eager to assist you with whatever your issue might be. If you would like help from the committee, please email Becky-Sue at arcadiahousing@embarqmail.com. 🌿

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Zika Resources and Guidance

FAHRO is pleased to publish the following information with links to online resources to help public housing officials formulate their responses to the Zika virus outbreak in Florida. Thank you to Uche A. Oluku, PhD, director, Office of Public Housing, U.S. Department of Housing and Urban Development, Miami Field Office, for providing this list.

GENERAL INFORMATION

Zika Resources at Your Fingertips – ASPR TRACIE, Office of the Assistant Secretary for Preparedness and Response

This document provides Zika virus disease resources and an overview of public health and health care system considerations and implications that are applicable to professionals in those systems, emergency management stakeholders and other audiences. bit.ly/ZikaGeneral

CDC Zika – Centers for Disease Control and Prevention

CDC's website for Zika contains information for everyone. cdc.gov/zika

Zika Resources – National Library of Medicine/National Institutes of Health

This compendium links to numerous sources of information on the Zika outbreak, including CDC, NIH, WHO and nongovernmental organizations. bit.ly/ZikaNIH



What Head Start or Child Care Programs Need to Know About Zika Virus – Administration for Children & Families/Office of Human Services Emergency Preparedness & Response

Overview of Zika virus for grantees working with children. bit.ly/ZikaChildCare

What Parents Need to Know About Zika Virus – Administration for Children & Families/Office of Human Services

See **NEWS YOU CAN USE** on page 8



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Emergency Preparedness & Response

Resource for parents about Zika. bit.ly/Zika-Parents

Examining the U.S. Public Health Response to the Zika Virus From 3/2/16

Testimony before the Energy & Commerce Committee; panel includes Dr. Lurie (ASPR), Dr. Frieden (CDC), Dr. Fauci (NIH/NIAID), Dr. Borio (FDA) and Dr. Persons (GAO). bit.ly/ZikaPublicHealth

White House Blog With the Latest Information

bit.ly/ZikaWHblog

White House Briefing With the CDC

bit.ly/ZikaWHbrief

PREGNANT WOMEN

Zika and Pregnancy – Centers for Disease Control and Prevention

This page contains FAQs, travel information and infographics geared toward pregnant women, including some information in Spanish. bit.ly/Zika-Pregnancy

Zika Multi-Language Resources – National Library of Medicine/National Institutes of Health

This section contains resources in multiple languages, including Spanish and Portuguese, for pregnant women and their families. bit.ly/ZikaMulti-language

GUIDANCE FOR HEALTH CARE PROVIDERS

Psychosocial Support for Pregnant Women and for Families With Microcephaly and Other Neurological Complications in the Context of Zika Virus: Interim Guidance for Health-Care Providers – World Health Organization

This document describes guidance for a supportive response by health care providers (e.g., physicians, nurses) focusing primarily on women affected by Zika virus infection during pregnancy and their families, for their mental health and psychosocial needs. bit.ly/ZikaPsychosocial

COCA: Zika Virus – What Clinicians Need to Know From 1/26/16 – Centers for Disease Control and Prevention COCA

CDC's Clinician Outreach and Communication Activity (COCA) on Zika. COCA prepares clinicians to respond to emerging health threats and public health emergencies by communication relevant, timely information related to disease outbreaks, disasters, terrorism events and other health alerts. Webinar and slides are available. bit.ly/ZikaClinicians

COCA: Update on Interim Zika Virus Clinical Guidance and Recommendations From 2/25/16 – Centers for Disease Control and Prevention

CDC's second Clinician Outreach and Communication Activity (COCA) on Zika providing an update on interim Zika virus

See NEWS YOU CAN USE on page 9



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clinical guidance and recommendations. COCA prepares clinicians to respond to emerging health threats and public health emergencies by communicating relevant, timely information related to disease outbreaks, disasters, terrorism events and other health alerts. Webinar and slides are available. bit.ly/ZikaClinical

CDC Health Advisory – Update: Interim Guidelines for Prevention of Sexual Transmission of Zika Virus – Centers for Disease Control and Prevention

Official CDC Health Advisory containing recommendations for men and their partners. bit.ly/ZikaSexualTransmission

SCIENTIFIC/RESEARCH ARTICLES

Zika Virus: Medical Countermeasure Development Challenges. Malone R. W., Homan J., Callahan M. V., Glasspool-Malone J., Damodaran L., Schneider A. D. B., et al. (2016). *PLoS Negl Trop Dis* 10(3): e0004530. doi:10.1371/journal.pntd.0004530

This article reviews the status of the Zika virus outbreak, including medical countermeasure options, with a focus on how the epidemiology, insect vectors, neuropathology, virology and immunology inform options and strategies available for countermeasure development and deployment. bit.ly/ZikaCountermeasure

Researchers Focus on Solving the Zika Riddles. Julie A. Jacob, MA. *JAMA*. Published online February 24, 2016. doi:10.1001/jama.2016.1219

A team of Yale School of Public Health researchers are working with the Brazilian public health organization Oswaldo Cruz Foundation (Fiocruz) and virologists from University of Texas Medical Branch (UTMB) to investigate whether Zika virus is the cause of the rise in microcephaly cases.

bit.ly/ZikaRiddles


Zika Virus Infection Among U.S. Pregnant Travelers – August 2015-February 2016 Dana Meaney-Delman, MD; Susan L. Hills, MBBS; Charnetta Williams, MD; et al. *MMWR Morb Mortal Wkly Rep* 2016;65:211–4

Article discussing Zika virus infection among U.S pregnant travelers with select case reports. bit.ly/ZikaTravelers

Transmission of Zika Virus Through Sexual Contact With Travelers to Areas of Ongoing Transmission — Continental United States, 2016 Susan L. Hills, MBBS; Kate Russell, MD; Morgan Hennessey, DVM; et al. *MMWR Morb Mortal Wkly Rep* 2016;65:215–6

This article discusses Zika virus transmission through sexual contact. bit.ly/ZikaAreas

Zika Virus Infects Human Cortical Neural Progenitors and Attenuates Their Growth, Tang et al., *Cell Stem Cell*. Published online March 4, 2016.

Journal article on a proposed mechanism for how the Zika virus may be causing microcephaly. bit.ly/Zika-Science 

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Daytona Beach HDC Shows Commitment to Education

Demonstrating a strong commitment to education, the Daytona Beach Housing Development Corporation's Neighborhood Networks Centers hosted its 7th annual Honor Roll event on July 5. In years past, this event was an awards dinner held at a local restaurant. This year the management team decided to do something different. Thanks to the generosity of a private donor, the Honor Roll youth were treated to a shopping spree at a local BestBuy. Students were able pick out a tablet computer of their choice. After shopping at BestBuy, the youth dined at a Ruby Tuesday restaurant. The event was a congratulatory luncheon to commend students for their educational achievements.

The Neighborhood Networks Centers is a program under the Daytona Beach Housing Development Corporation (DBHDC), which is under the leadership of Joyours Pete Gamble, CEO. The DBHDC works in partnership with Housing Authority of the City of Daytona Beach (HACDB), which is under the leadership of Anthony E. Woods, CEO. This unique partnership between two separate entities created the Neighborhood Networks Centers, directed by Pierre Louis and operating from three branch locations.

These centers were established as multi-service learning centers with seed funding that was established by the HOPE VI and ROSS grants. The resources at the centers are in direct support of HACDB's strategic plan to utilize housing as a platform for improving quality of life.

The centers have provided more than 100,000 logins of public housing residents and general populations seeking classes on digital literacy and reviewing Florida Comprehensive Assessment test (FCAT) scores, attendees of Florida Virtual School, as well as college students of Daytona State College and Bethune Cookman University. In addition, partnerships with the Central Florida Community Development Corporation (CFCDC), Center for Business Excellence and Daytona Beach Job Corps have opened new doors of opportunity to many in the community.

For more information on the Neighborhood Networks Centers, please contact Pierre Louis at 386/238-4930. 🌿



Students decide which tablets they would like to purchase. Pictured are Eddrisha Holloway of Spruce Creek Elementary School and Cassidy and Camryn Campbell of St. Paul Catholic School.



Alexys Hill of Warner Christian Academy poses with her iPad, which she was awarded because of her 4.0 GPA maintained throughout the school year.

Send Your News to FAHRO!

Tell us about your accomplishments, milestones and other interesting member news. Your fellow members want to know!

Submit your news to FAHRO via email: editor.trainor@gmail.com (attach in MS Word format) **Photographs are welcome!**



Serving Seniors in Fort Myers

The elderly services coordinator at the Housing Authority of the City of Fort Myers is always looking to partner with agencies in the community that offer assistance to senior citizens so they can live independently. Aging in place can be difficult, especially for disadvantaged low-income elderly people. This is why the HACFM is creating partnerships with area agencies to help prolong a good quality of life for the elderly.

Two elderly residents living at the Royal Palm Towers property were honored along with several others at the Rotary International 2016 District Conference held on May 13. During the “Community Service, Why Fellowship of the Wheel?” banquet held at the Sanibel Harbour Marriott Resort & Spa, Rotary International presented wheelchairs to invited guests. HACFM residents Rose Wombwell and Ramon Zorrilla, guests of Reverend Dr. Israel Suarez, founder and CEO of Nations Association Charities, enjoyed the sumptuous meal and were excited to be the two honorees from the HACFM. Congratulations to Ramon and Rose!

The HACFM also has a partnership with the Harry Chapin Food Bank. The partnership includes providing the Commodity Food Supplement Program (CFSP), which distributes nonperishable food items, fresh vegetables and bread. The participants receive recipes and nutrition information to help plan and prepare their meals. 🌿



Reverend Dr. Israel Suarez (center) with Ramon Zorrilla and Rose Wombwell

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Pinellas Partnership Provides Housing to Homeless Youth

RFL Hope Home in Largo celebrated its grand opening on June 23 with a ribbon cutting ceremony. This new home provides housing for formerly homeless young men who grew up in the foster care system and are now on their own.

“Youth that have aged out of foster care have many obstacles and struggles, and it is our goal with the help of community partners to remove barriers and provide support, encouragement and resources to assist them in self-sufficiency,” says Kathy Mize Plummer, CEO of Ready for Life, Inc. (RFL), a nonprofit organization that serves youth who “age out” of the foster care system when they turn 18.

On any given day, Plummer and her staff work to find shelter for homeless youth who formerly received services in the foster care system. They encourage them to go to school, help them enroll in job training and help them get jobs. Counseling is often needed due to childhood trauma.

The new RFL Hope Home is a result of a partnership between Pinellas County, the Pinellas County Housing Authority (PCHA) and Ready for Life, Inc.

“We are extremely excited about the opportunity to positively impact the lives of these young men, allowing them to focus on their future, knowing that they have a safe place to lay their head at night,” says Debbie Johnson, PCHA’s executive director. “We appreciate our partnership with Pinellas County’s Community Development department that allowed us to make this positive impact on the lives of these young people. We hope to be able to provide more housing opportunities like this in the future.”

More housing is needed for youth who have aged out of foster care.



Staff, volunteers and residents of Ready for Life, Inc., along with Allison Payne of Team Hope; Commissioner Pat Gerard of Pinellas County; board member Dave Fischer of RFL; Executive Director Kathy Mize-Plummer of RFL; Executive Director Debbie Johnson of PCHA; Executive Director Brian Bostick of Eckerd Community Alternatives, Pasco and Pinellas counties; Secretary Mike Carroll of Florida Department of Children and Families; and public defender Bob Dillinger of Pinellas County cut the ceremonial red ribbon at the June 23 grand opening ceremony for RFL Hope Home.

“Ready for Life would love to be able to provide safe, stable and affordable housing for our young women and also for our single moms, as we have now done for the young men. We value this partnership tremendously and look forward to great things ahead,” Plummer says. 🌿

LEGISLATIVE AFFAIRS continued from page 1

us in D.C., from U.S. Congressman Dan Webster (in an entirely new House seat) to U.S. Congressman John Mica to even U.S. Congresswoman Debbie Wasserman-Shultz. In Northeast Florida, U.S. Congresswoman Corrine Brown was defeated by former State Senator Al Lawson. Of particular note to FAHRO, Democrat State Senator Darren Soto won his contentious primary in Orlando and should win the general in the heavily Democrat seat. Senator Soto is a great friend to FAHRO in the Legislature, even receiving our legislative award in 2015.

In the Florida Senate, there were a handful of contentious Republican primaries and Democrat primaries. In South Florida, current Senator Dwight

Bullard easily defeated businessman and Democrat activist Andrew Korge and will now face Republican State Representative Frank Artiles in what will be one of the most expensive and closely watched races in the state. The seat is heavily Democrat with a significant number of Hispanic voters. One school of thought is that Rep. Artiles has an edge because of all of the Democrat Hispanics who will cross over partisan lines to vote for him. Of course, all of those Hispanics just voted for Sen. Bullard and lifted him to victory over Andrew Korge. It will be a fun one to watch. On the Republican side, Representative Debbie Mayfield defeated Representative Rich Workman in a tough race to replace

current Senator Thad Altman. Despite last-minute help from Governor Scott, Rep. Workman could not muster enough Brevard county votes to overcome Rep. Mayfield’s commanding lead in Indian River County.

As we rush to the General Election, the big questions continue to revolve around who will turn out to vote given the wackiness of the presidential race. Will Donald Trump drive millions of new voters to the polls? Will the electorate be so frustrated by the negative advertising that they don’t show up to vote? Will the GOP maintain control of the U.S. Senate? Fortunately, we will know the answers to all of these questions on November 8. 🌿

Sarasota HA Opens Janie’s Garden Phase III

The Sarasota Housing Authority (SHA) and its private-sector partner The Michaels Organization marked the final milestone in the revitalization of the former Janie Poe public housing site with a grand opening celebration for Janie’s Garden Phase III on July 27. Joined by residents; community leaders; and city, county, state and federal officials, the event capped an eight-year effort to replace obsolete public housing with a modern, amenity-rich community serving families with a variety of incomes.

“We are so proud of the significant investment we have been able to make in the historic neighborhood of Newtown, providing not only high-quality affordable and market-rate housing, but also hundreds of jobs for local residents over the past eight years,” says David Morgan, chairman of the SHA Board of Commissioners. “We are grateful for the support of the neighborhood as well as city, county, state and federal officials in bringing our vision for this neighborhood to life.”

Janie’s Garden Phase III offers 72 energy-efficient apartments in a mix of one-, two- and three-bedroom units, bringing the total number of units in the development to 226. Community amenities include a Voluntary Pre-Kindergarten (VPK) program, two club-houses, a fitness center, a residents’ lounge and green space adorned with picnic pavilions and bicycle racks. Phase II also included 10,500 sq. ft. of retail space fronting Newtown’s Main Street.

“It has been a privilege to be a partner with such a forward-thinking housing authority,” says Jorge Aguirre, vice president of development for The Michaels Development Company. “We look forward to being a partner to this community for years to come.”

Interstate Realty Management is serving as the property manager and will ensure that Janie’s Garden remains a long-term asset to the neighborhood. Community partners include the nonprofit organization Better Tomorrows, which will offer resident supportive services, as well as Suncoast Workforce and Goodwill Industries.



Dignitaries cut the ribbon on Phase III of Janie’s Garden. Pictured are Congressman Vern Buchanan, Executive Director Steve Auger of FHFC and Florida State Representative Ray Pilon, as well as Sarasota city and county commissioners and SHA commissioners.

Financing for the \$14.2 million Phase III includes \$8 million in private equity raised through the sale of federal Low Income Housing Tax Credits following an award of \$880,000 in annual tax credits from the Florida Housing Finance Corporation. Other funding sources include \$1.75 million from the Sarasota Housing Authority, \$1.96 million from the County of Sarasota and \$590,000 from the City of Sarasota. In addition, the development received \$80,000 in State Housing Initiatives Partnership (SHIP) funding. US Bank provided \$6.4 million in construction financing, and the Community Development Trust (CDT) is providing \$1 million in permanent financing. The tax credits were syndicated by Raymond James Tax Credit Funds.

Phase III was designed by Slocum Platts Architects. Local partners included the general contractor Satterfield & Pontykes and ACT Environmental & Infrastructure, which provided civil engineering and consulting services. 🌿

Convention Showcases Success

This year’s FAHRO Annual Convention & Trade Show at Disney’s Grand Floridian Resort & Spa was a tremendous educational and progressive success for our Florida housing authorities. We are looking forward to the initiatives that will be spearheaded as a result of the event’s productive programs. The convention concluded with a wonderful showcase of the great work of the past year at the annual awards banquet ceremony. 🌿



Tampa Housing Authority Executive Director Jerome Ryans accepts a Best Practices award for THA’s Online Training Program.



Members of the Housing Authority of the City of Miami Beach, including President Miguel Del Campillo (second from the right), accept a Best Practices award for HACMB’s HUD-funded Safety and Security Program.



Ann Diebert, CEO of the Broward Housing Authority, accepts a Best Practices award for BHA’s innovative “Coffee Chat” initiative.

Are Annual Performance Reviews Things of the Past? What Technology Is Replacing Them and What Are the Risks? Brought to you by FPHASIF!

Fast disappearing are those long hours of managers preparing for, and employees anxiously awaiting, annual performance reviews. The traditional ritual, feared by some and loathed by many, is rapidly giving way to continuous feedback systems, thanks to digital technology.

Workplace apps now allow for instant feedback on job performance 24/7, compared with yearly evaluations, which are seen as providing feedback that comes way too late for employees or employers to utilize with any real benefit. Employers embracing the new continuous feedback systems are able to spot issues and address them before they get out of hand. Plus, use of 360-degree reviews can reveal managerial weaknesses and strengths so employers can make changes as needed before problems escalate.

More and more employers are abandoning traditional annual performance reviews and using instant feedback systems: GE, Adobe, Netflix, Microsoft, Accenture, MGM Resorts, ING, Booking.com and Deloitte, to name a few. These companies view the instant feedback process as an ongoing dialogue between employees and management, in which managers are seen as coaches rather than as critics.

The government is getting on board with instant feedback, too. There is a new website, feedback.usa.gov, for giving feedback to several agencies. Even the TSA is bravely testing “real-time feedback” airport kiosks to let travelers give instant feedback on the TSA’s service.

As always, the advantages of instant feedback apps come with disadvantages and concerns, such as the following:

✓ **Too much communication?**

The apps are a communication tool, and like all communication tools, such as email and texting, using them requires maintaining professional standards, respect and civility. Setting standards can avoid employees’ complaints of feeling unduly pressured, micromanaged, harassed or even bullied.

One way to manage these concerns is to limit criticism to the person to whom it is directed rather than sending that feedback to the person’s entire team. Another way to limit “communication overload” is to establish times of the day or days of the week when an app will be used for feedback, be it pats on the back or needed correction and direction.

✓ **Wrongdoing reports**

What about wrongdoing? With increased ease of communication, the hope is that employees will more readily and promptly disclose workplace wrongdoing like safety issues or sexual harassment, enabling the employer to address and eliminate wrongdoing quickly and with a minimum of risk. Still, the same reasons people have always hesitated to report (i.e., not wanting to “tattle” or fearing retaliation) point to the need for an anonymous feedback capability when using these apps.

✓ **What about data security?**

Every day brings new reports of data theft and security breaches by cyber thieves and hackers looking for personal information. A February 2015 IBM/Ponemon study reveals that “50 percent of mobile app developers have no budget for security; 40 percent of companies don’t scan mobile app codes for vulnerabilities; the average company tests less than half of the apps it builds for security issues; and 33 percent of companies never test any apps for security.” Christopher E. Hoyme, “Employee Apps = Employer Data Risk?” *workplaceprivacyreport.com* (Apr. 1, 2015).

App usage creates one more avenue of vulnerability for your workplace.

✓ **“One size does not fit all.”**

Test out the apps. Not every workplace or department can benefit. Study the impact over a period of time and make adjustments. Has productivity increased? Do employees report more job satisfaction? Have managers exhibited growth and professional development?

If no measurable results emerge, maybe this technology is not for your particular workplace.

This informational piece, written by Leslie Zieren, Esq., was published on My Community Workplace, Sept. 21, 2015. Republished from mycommunityworkplace.org/article.htm?id=6313&format=print on behalf of Hunt Insurance Group, LLC.



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Mission Statement

FAHRO is committed to the professional development of the people who provide public and assisted housing in Florida by offering a network for increased communication and education. We will continue to support legislation for the improvement and development of affordable housing and economic opportunities.

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