

# FAHROgram

FLORIDA ASSOCIATION OF HOUSING AND REDEVELOPMENT OFFICIALS

November / December 2009

## President's Message

### Honored to Serve



William Russell

I am honored, humbled and exhilarated to serve as your new president. I have tremendous respect for FAHRO as an organization and for those of you I have come to know, and will do my best to spend the next two years working on your behalf to represent you and to make FAHRO even better.

I recently met with FAHRO's new board to discuss items such as conferences and training in order to maximize participation, professional development and value to our members and associate members. For instance, we know that HUD is gearing up to do more aggressive monitoring of fair housing requirements, including Section 3. As a result, FAHRO is working to organize several regional fair housing trainings in advance of FHEO site monitoring visits

to help ensure that FAHRO members are prepared and fully compliant.

We will endeavor to hold our meetings over the next two years in locations that are central in the state and fairly easy to get to for everyone. Our hope is that this will increase participation of both members and associate members.

We will also continue to focus on policy and funding advocacy in Tallahassee and in Washington. This is an area of unique strength for us as a state organization, and we should build upon that strength. With a new administration at HUD, there will be opportunities for FAHRO to be at the table to discuss significant changes to the major programs we administer. We will be proactive in seeking a seat at those policy formulation tables and will keep our members attuned to such discussions.

See **PRESIDENT'S MESSAGE** on page 3

## State Legislative Affairs

### Say 'Thank You' Before Asking for Seconds!

by Richard Pinsky, FAHRO State Affairs Consultant

The weather has turned, and football is in full swing. These two leading indicators can mean only one thing ... the Legislature is back in town!

Lawmakers began drifting back into Tallahassee for their first round of 2010 committee meetings the first week of October.

They only hung around for two days, which was just long enough to hear the

dismal economic forecast that Florida will fall another \$2.6 billion short in revenues in order to balance the budget for the 2010-11 fiscal year. And if that wasn't enough, the legislators were reminded of three more difficult realities: There will no more federal stimulus money available to them; the previous sweeps of the trust funds have left

See **THANK YOU** on page 8

## Calendar

**March 29-31, 2010**  
Washington, D.C.  
NAHRO Legislative Conference

**May 18-20, 2010**  
Location TBA  
FAHRO Executive Directors Retreat

**August 10-13, 2010**  
Location TBA  
FAHRO Annual Convention & Trade Show

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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.*

- UNCF has awarded a Sarasota Housing Authority student, Chelsea Williams, \$5,000 for her studies at Smith College. Congratulations, Chelsea!
- Under a new three-year agreement, the Alachua County Housing Authority will manage and run the Gainesville Housing Authority in what is effectively a merger. Congratulations to Gail Monahan, who will serve as executive director of the merged housing authority, and best wishes to GHA's John Cherry, executive director, and William Cochran, CFO, as they retire.



- Congratulations to the Miami-Dade Housing Authority on its award of a \$16.6 million grant under HUD's Capital Fund Program to develop, finance and/or modernize its public housing properties.
- Congratulations to Brian Nemeroff, with Berman Hopkins Wright & LaHam, CPAs & Associates, on the birth of his third son, Logan Daniel Nemeroff.

If you would like to contribute to Sounding Off, please send your comments to Susan Trainor, FAHROgram editor, by email, [editor@ctf.nu](mailto:editor@ctf.nu), or by fax, 850/878-7760. 🌿

## PRESIDENT'S MESSAGE continued from page 1

An impressive slate of committee chairpersons has stepped up to serve FAHRO, and these members will in turn ask many of you to serve with them. Our committees, as with most other housing associations, are the backbone of FAHRO. Without strong participation in the committees, very little will be accomplished and FAHRO will not be the association it can and should be. Therefore, I ask that those of you who are invited to serve on our committees take this request seriously and participate as fully as you can.

Once again, I am thrilled to work with all of you to enhance FAHRO as well as your organizations. Have a blessed holiday season. 🌿

# 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@ctf.nu](mailto:editor@ctf.nu) (attach in MS Word format)

**Fax:** 850/878-7760

**Mail:** FAHROgram, P.O. Box 14629  
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(Send disk in MS Word format and include a printed copy.)

**Photographs are welcome!**



# Newest Generation of Workers Brings Unique Attributes to the Workplace



Corey Mathews

What do you get when you combine 9/11, global environmental crises, Columbine, Nintendo, play dates, soccer moms, multiculturalism, cell phones and the Internet?

The answer is the newest demographic within the workforce, commonly referred to as the millennials or Generation Y. They account for nearly 73 million people born between 1977 and 1994. They are the second largest age group in the United States after the baby boomers (roughly 77 million) and are the children of the baby boomers and Generation Xers. They are the newest kids in the office and are bringing a whole new set of attributes with them to make the workplace a more exciting and diverse place to work.

If Generation X was considered a “lost” generation, the millennials are a “found” one. Parents of these individuals not only wanted these children, but they often went to amazing lengths to have them. As such, never has a generation felt as special as the millennials. Members of this group of youths, born into a world that already celebrated the individual, were raised to put themselves first and to follow their own dreams. Thinking of themselves as special, individuals in this cohort do not have automatic respect for authority, and they feel free to make suggestions if they think they can improve a situation. Millennials demand that respect be earned and not just assumed because one is in a position of authority.

Feeling special can lead to feelings of entitlement, which is possibly the biggest challenge I have felt when working with millennials. Many from this generation

have a sense of entitlement. Jean Twenge, at San Diego State University, states that some millennials arrive at the workplace with a sense of privilege, believing they deserve everything immediately, and they have shockingly high expectations for salary, job flexibility and responsibility (see *Generation Me: Why Today's Young Americans Are More Confident, Assertive, Entitled—and More Miserable Than Ever Before*, 2006).

Millennials often are very direct in their interpersonal business relationships. Some supervisors would say young workers are too blunt and constantly want instant, uncomplicated feedback. Managers also tend to dislike that millennials are ready to give criticism in return. Millennials are frank and have few qualms about sharing information that might previously

See ED's CORNER on next page

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have been considered sensitive or private.

Millennials are more likely to have attended day care from an earlier age than any previous generation. This early and continued exposure to group settings makes them more familiar with and oriented toward working in a team environment. They are also more confident at this early stage of life than were previous generations. With this increased confidence comes comfort in meeting and talking with strangers in social and business settings.

As for abilities in the workplace, the millennium generation is the best educated in history, and as high achievers, they recognize that hard work and goal setting can lead to fulfillment of their dreams. At the same time, however, millennials see workaholicism as a pervasive condition of the adult world, and while they enjoy the money, they wish their parents were less stressed about work. Whereas baby boomers chose careers that represented personal vocations, millennials would rather strike a balance between what they do and what they want to do rather than merge the two.

Millennials are technologically savvy and skilled multi-taskers who grew up with computers and the Internet available to them in their homes and schools. They may use Facebook and Twitter on the job to build community relations as well as to check on their evening plans with friends. They can easily do 1,000 things at once. They can chat, listen to an iPod, talk on the phone, email and purchase an item on the Internet all at the same time. Many



prefer to work odd hours, listen to music while they do it, take longer lunches, work on teams and put more emphasis on the result than the means. They do not want to hear "this is the way we have always done it." They want the flexibility to do it their way.

Millennials are great team players, and they are full of social conscience. They are the first products of the "self esteem"

**See ED's CORNER on page 6**

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movement and have spent their lives being praised for every accomplishment and being rewarded for their smallest acts of selflessness. They have been deeply loved and nurtured by their parents and teachers. Supervisors must respect them and listen to them and make every endeavor to allow the valuable input of these young workers to come to fruition. These young people already know that wise supervisors will communicate clearly, not only in words but also in actions, how much they value talented workers such as themselves.

Every supervisor should have a "Have You Hugged Your Millennium Generation Worker Today?" bumper sticker as a reminder of how intently they must pay attention to the growth of these workforce emergents.

### The Impact on the Workforce

How millennials affect the workplace is an unfolding story. At no previous time in history have so many different generations worked side by side as they do in the 21<sup>st</sup> century. This diversity can lead to positive creative energy, but it can also have a negative impact because each generational cohort has its own unique work ethic, differing perspective on work and preferred management style.

There are as many as four generations sharing the workplace today: veterans, baby boomers, Generation Xers and the millennials.

Veterans (also known as the "Silent Generation," born between 1922 and 1943) are the World War II generation. They

either fought and won the war or grew up in a time when its impact on their lives was distinctly felt. This group, while likely retired, still holds a number of senior management positions. As a cohort, they like consistency, uniformity, discipline, law and order. As workers, they are loyal, dependable and appreciative. They are also accustomed to a clear distinction between manager and employee.

Baby boomers (born between 1943 and 1960) are passionate about their careers and are the group that created the 60-hour workweek. They like participation and spirit in the workplace and have fought to bring humanity and heart into the office, creating a fair and level playing field for all. As a group, they are collegial and consensual, and they like growth, expansion and teamwork.



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Generation X (born between 1960 and 1977) is a cohort that has received much negative press due to their edgy skepticism. Craving feedback, they desire workplace flexibility, hate close supervision and "work to live, not live to work." Preferring informality, their approach to authority is casual, and they are, as a group, quite self-reliant. They have, however, learned that hard work is no guarantee of survival; they have seen that corporations can discard employees without warning. Growing up, they had an egalitarian relationship with their parents and never learned to be good soldiers. They also went to school in a system that encouraged diverse viewpoints. Generation X employees are likely to be the managers in the office.

Millennials bring with them a strong desire for a comfortable, relaxed work environment, including an open-door policy with management, friendly relationships with coworkers and a family atmosphere. Promotion of casual Fridays, firm intramural sports competitions and possibly first-name-basis employee/management relations are all issues that will attract and retain millennials.

As time goes by, the millennials will grow, mature, blend and adjust to the working world, but in the meantime, they are able to offer something very different and exciting to the workplace. One thing is certain, we are in for an adventure, and we at your association office are here to help. 🌿

## **Making the Job Appeal to Millennials**

Attracting and retaining quality employees is challenging, and understanding the young people entering the workforce today is very important for workplace managers. Members of the millennium generation have unique characteristics as well as similarities to older generations. Making a workplace appealing to today's young workers is something of a conundrum. It appears that promotion of career growth possibilities, salary and paid personal/vacation time are still solid recruiting factors that rate high in importance among the millennials. Additionally, promotion of flexible working schedules is more important now than ever. Companies should strongly promote maternity and paternity leave, flextime and opportunities to work from home if they wish to attract these young workers.

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# Notice: Adopt Non-Smoking Policies in Public Housing

HUD has issued a notice (PIH Notice 2009-21) strongly encouraging PHAs to implement non-smoking policies in some or all of their public housing units.

HUD's notice states:

*PHAs are permitted and strongly encouraged to implement a non-smoking policy at their discretion, subject to state and local law. Some PHAs have established smoke-free buildings. Some PHAs have continued to allow current residents who smoke to continue to do so, but only in designated areas and only until lease renewal or a date established by the PHA. Some PHAs are prohibiting smoking for new residents. According to a state-funded anti-smoking group, the Smoke-Free Environment Law Project of the Center for Social Gerontology, there are over 112 PHAs and housing commissions across the country that have implemented non-smoking policies. PHAs should consult with their resident boards before adopting non-smoking policies at their projects.*

By reducing the public health risks associated with tobacco use, PHAs can increase public health protection for residents of public housing. Smoking is also a major source of fires and fire-related deaths and injuries. Based on data

from the U.S. Fire Administration of the Department of Homeland Security, there were an estimated 18,700 smoking-material fires in homes in 2006. These fires caused 700 civilian deaths (other than firefighters), 1,320 civilian injuries and \$496 million in direct property damage. In multifamily buildings, smoking is the leading cause of fire deaths: 26 percent of fire deaths in 2005.

Environmental tobacco smoke (ETS) can migrate between units in multifamily housing, causing respiratory illness, heart disease, cancer and other adverse health effects in neighboring families. At least 54 percent of public housing residents are children under the age of 18 and the elderly. Both groups could be at increased risk to the adverse effects of cigarette smoking. There is also a considerable number of residents with chronic diseases such as asthma and cardiovascular disease who are particularly vulnerable to the effects of ETS. Secondhand smoke is the smoke that comes from the burning end of a cigarette, pipe or cigar, and the smoke exhaled from the lungs of smokers. ETS is involuntarily inhaled by non-smokers and can cause or worsen adverse health effects, including cancer, respiratory infections and asthma. Secondhand

smoke causes almost 50,000 deaths in adult non-smokers in the United States each year, including approximately 3,400 from lung cancer and another 22,000 to 69,000 from heart disease.

Because 65 percent of the public housing inventory was built prior to 1970, retrofits that could improve indoor air quality (IAQ) significantly would be hard to accomplish unless renovation was otherwise already scheduled. Also, if a PHA does conduct renovations to improve IAQ without also implementing a non-smoking policy, the IAQ benefits of the renovation would not be fully realized. It is well known that turnover costs are increased when apartments are vacated by smokers. Additional paint to cover smoke stains, cleaning of the ducts, replacing stained window blinds or replacing carpets that have been damaged by cigarettes can increase the cost to make a unit occupant ready.

HUD's notice provides resources to help PHAs implement non-smoking policies. A full copy of the notice is online at [www.hud.gov/offices/pih/publications/notices/09/pih2009-21.pdf](http://www.hud.gov/offices/pih/publications/notices/09/pih2009-21.pdf).

(Reprinted from the July 31, 2009, edition of the *NAHRO Monitor*)

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## 'THANK YOU' continued from page 1

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Richard Pinsky

nothing to sweep; and Florida is daily losing residents to other states.

These elements mixed together can become a volatile concoction. That is probably why we are hearing proposals that heretofore have been unheard of in Florida, such as off-shore oil drilling and expansion of gambling as ways of increasing revenue to the State.

All of this means, of course, that it will not be a year of high expectations for affordable housing, despite the slight uptick in home sales and documentary stamp increases. And if it will not be a good year for the affordable housing developers and the SHIP

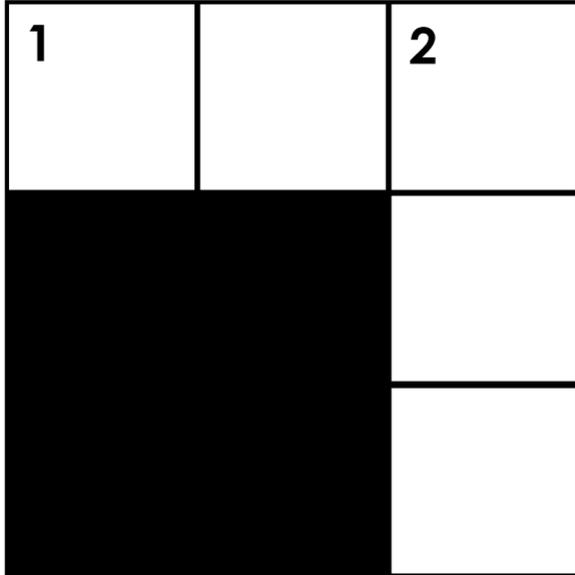
administrators, it will certainly be a year of low expectations for public housing funding.

It is true that last year when the Sadowski Trust Fund was picked clean, we were able to secure \$1 million based upon the governor's recommendation for the preservation of aged public housing units. However, this year will not see the construction and economic stimulus funds going into other sectors to offset the lack of housing dollars.

That is not to say the need is any less or that our efforts to secure additional rehabilitation funding will be anything short of a full court press. What it does mean is that our success will depend largely upon each housing authority meeting with its respective House and Senate representatives to make a person-

al plea for continued funding, no matter how small the dollar amount. When it comes to public housing preservation, every little bit helps.

For those housing authorities that will be receiving rehabilitation grants from the Florida Housing Finance Corporation as a result of the legislative appropriation we received last session, you should contact your legislators and thank them. Be sure to explain the importance of what you received and what it has meant to your individual agency. Not only will this be an opportunity for you to start a dialogue with your legislator, but we hope you will use it as an opportunity to speak in favor of continuing the funding for the benefit of your sister agencies that did not receive any funding from this year's allocation.



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# PCHA Celebrates Opening of Palm Lake Village Community Center

The Palm Lake Village Housing Corporation and the Pinellas County Housing Authority (PCHA) recently celebrated the grand opening of the Palm Lake Village Community Center with a ribbon cutting ceremony, welcoming close to 150 residents, local community leaders, officials and staff in support of the beautiful new center for Palm Lake Village.

PCHA Vice Chairman Joseph Triolo welcomed guests and residents, saying, "I am proud to be associated with such a stellar housing authority in a project that benefits the residents of Palm Lake Village." Shirley Miaoulis, on behalf of Congressman Bill Young, presented a certificate of dedication and an American flag flown over the U.S. Capitol in honor of the celebration.

Congressman Tom Anderson complimented the county and the housing authority on the beautiful facility. Dave Eggers, mayor of Dunedin, spoke to the residents, saying, "Thank goodness it's here at last! We are so excited for you."

Other distinguished guests included City of Dunedin Vice Mayor Julie Scales; City of Dunedin Commissioner Dave Carson; PCHA Commissioners Angela Rouson and Cynthia Wilson; and Dunedin Housing Authority Chairman Dave Kelly.

The 4,500 sq. ft. complex, designed by Robert Reid Wedding Architects and geared toward seniors, includes a new clubhouse, a pool and gardens. The clubhouse has a main hall, a game room with library, a full kitchen, laundry facilities and a small office where residents can access the Internet.

A gazebo and veterans memorial is the highlight of the park-like gardens that surround the complex. A pool, which was requested by Palm Lake Village residents, completes the new facility.

Palm Lake Village is an affordable housing community for residents 55 and older, located at 1515 County Road One in Dunedin. The property is owned and operated by the Palm Lake Village Housing Corporation, a Florida corporation, and managed by the PCHA. PCHA's affordable housing programs offer less than market rate affordable units to income eligible families at below market rents.

Serving residents who earn zero to 150 percent of the Area Median Income (AMI), Palm Lake Village features 475 one- and two-bedroom garden-style apartments. Rents are \$435 for a one-bedroom apartment and \$500 for a two-bedroom unit. Housing Choice Vouchers (Section 8) are accepted. The waiting list is open for one- and two-bedroom apartments.

Resident and Vice President of the Housing Association of Palm Lake Village Ginnie Campbell says, "It's going to be wonderful. Absolutely wonderful."



*It's smiles all around following the ribbon cutting for Palm Lake Village Community Center.*

For more information about the Palm Lake Village Community Center, visit [www.pin-cha.org](http://www.pin-cha.org) or call 727/443-7684. 🌿



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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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