



June, 2007

## News Briefs

### Rebuilding Together

The Chapter's Rebuilding Together Project on April 28 drew more than 30 volunteers to the home of an elderly San Francisco woman. Check out our photo gallery at:

<http://www.iremsf.org/Rebuilding%20Together%20photo%20gallery%202007.pdf>

### Elevator Safety Tips and Rules

Do your tenants know the basic rules for safe use of your property's elevators? This handy list is a great reminder. Go to:

<http://www.iremsf.org/Elevator%20safety%20tips%20and%20rules.pdf>

### Golf Tournament Set for October 1

The Ninth Annual IREM/CCIM Golf Tournament will be held at the Crow Canyon Country Club in Danville, on Monday, October 1.

Sponsorships and player registrations are now being accepted at:

<http://iremccimgolf.golfreg.com/>

[Positions Available click](#)

## D

This is the third edition of our Chapter's E-Newsletter. We hope that you will find it a valuable resource of information of IREM SF luncheons, events and courses. Be sure to follow the links for more information and registration opportunities.

Please let us know if you have suggestions for articles or comments about this method of communication.

Cara Houser, CPM VP of Communications  
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## Fair Housing: Are You Hiring Trouble?

*By D. J. Ryan, Fair Housing Specialist/*

Director of Client Education  
*Kimball, Tirey & St. John, LLP*



The first line of defense against a potential fair housing complaint is a well-trained and knowledgeable staff. But knowledge and training is only half the picture. The fact is, not everyone is cut out to work with the diversity of applicants and residents on your properties. No matter how intelligent and technically skilled an employee might be, the wrong personality in the job can spell trouble.

For instance, take body language, which tells others about how we feel through unspoken communication in face-to-face encounters. Studies show that our body language says more than the actual words we use. Even without intending to, our body language can quickly give us away if we don't like

[for details](#)

## Asset Analysis Track

Sign up today for the third in a series of courses leading to the CPM designation. October 1-5 in San Francisco.

[DETAILS](#)

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## Quick Links

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[2007 Calendar](#)

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## Featured Friends of IREM



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someone. The way we tense up, pull away, fold our arms, change facial expressions, or lose the enthusiasm in our voices, for example, can speak volumes.

There is no foolproof way to ensure that every person you hire on the property can or will be able to successfully make all applicants and residents feel welcome, but there are a few fair housing tips that you can keep in mind if you have the responsibility of hiring on-site personnel.

First, establish the characteristics that are both the *least likely* and the *most likely* to create fair housing problems. Then, during the interview process, make it a point to identify those positive or negative traits are present in each candidate.

To read more, go to: <http://www.iremsf.org/Hiring%20Managers%20Qualities%203.07.pdf>

## Seminar, Luncheon Meeting, Trade Fair June 15 in San Francisco



IREM National's 2008 President Reggie Mullins, CPM joins us June 15 for an update on real estate management issues and new programs and services for members.

Reggie makes her home in the Washington, DC area and she's a senior portfolio manager in the Asset Services Group of Cushman & Wakefield. With over 24 years of industry experience, she's responsible for asset and property management of 12 commercial buildings totaling over 3 million square feet in Northern Virginia, Washington, DC, and Maryland.

Prior to joining C & W in 1997, Reggie was a senior property manager at two different Washington, DC-area property management firms, where she was responsible for 18 commercial properties totaling more than 2 million square feet.

### Trade Fair

The June meeting will also feature a Trade Fair featuring Friends of IREM. Representatives of participating companies will be available to discuss their services and answer questions about topics ranging from tenant-landlord relationships, to toxic mold. "This is a great opportunity for members to survey a variety of vendors in a low-pressure, highly personal atmosphere," commented Margo Foster, Chair of the Chapter's Friends of IREM

Committee. "Being able to put a face with a company is invaluable when you need help from a vendor. And dealing with a Friend of IREM can make the contact much more comfortable and rewarding."

### **Parking Contract Negotiation Seminar**

Matt Griesheimer, Vice President of Ace Parking Management, will provide an in depth presentation on how to make the most of the parking facilities. Topics will include the ins-and-outs of finding the right parking management company; controlling expenses, selection of equipment for garages versus surface lots; determine if parking rates at your facility are at the market rate; parking mix i.e. transient versus monthly parkers; and trends in the parking industry. This seminar is good for managers with both indoor parking garages and outdoor parking lots.

To view the flyer for the seminar and luncheon meeting, go to:

<http://www.iremsf.org/June%202007%20Luncheon%20RSVP.pdf>

To register on line, go to:

<https://guest.cvent.com/EVENTS/Register/IdentityConfirmation.aspx?e=d5409074-9812-45ca-bd98-727dc7ead43e>



### **CPM Candidate Profile Steve Haver**

#### **1. What do you do at your job?**

I'm a Senior Property Manager with Legacy Partners Commercial, Ltd, in the San Francisco Bay Area. My career with Legacy has spanned almost ten years and during that time I've had the opportunity to gather experience in property management, construction management and development. I currently oversee the management and operations of 1.3 million square feet of commercial office space at Legacy's MarinaVillage and AlamedaCenter.

#### **2. What do you like most?**

Working with people is a big part of my job and thankfully the thing I like most about what I do.

#### **3. What do you like least?**

Not having enough hours in the day.

#### **4. What do you consider you finest accomplishment?**

To date, the birth of my son Tristan has been my finest accomplishment.

#### **5. What do you do in your free time?**

I am an avid outdoorsman. Bicycling is one of my favorite past times but I especially enjoy spending time with my family.

## **San Francisco well represented at Capitol Hill visits in April**

By Chet Fitzell, CPM  
Legislative Committee Chair

The trip to Washington D.C. in April was well attended by our San Francisco Chapter and an acclaimed success by those in attendance. The number of attendees is growing each year. Each of us returns with fond memories of the conversations we have shared with our members of Congress or members of their staff. Members of our Chapter who have attended these meetings annually are building relationships with our Congressional leaders and their staff.

The purpose of our annual Capitol Hill visits is to bring attention to issues that impact our industry as Real Estate professionals. Teaming up with NAR (National Association of Realtors) affords us the opportunity, given our numbers, to have a "loud voice" on matters relating to our industry.

This year we focused on issues relating to the costs of property/casualty insurance, banks in the Real Estate industry, leasehold improvements recovery period being extended and positive incentives for energy conservation strongly supported by IREM and the NAR. To view a summary of our positions on these issues, go to: <http://www.iremsf.org/Capitol%20Hill%20visits%202007.pdf>

Beyond meeting with our Congressional leaders, the opportunity to meet with our own members in an informal setting, to develop relationships and discuss the future plans for our Chapter is a great benefit for all of us involved in this process.

The opportunity for each of us to serve our local chapter, meet members of Congress, tour historical landmarks and share together in this unique opportunity is a highlight in our individual careers. Please consider joining us next year during the month of April 2008 as we once again attend our IREM Leadership Conference and Capitol Hill Visits.

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