



FROM THE PRESIDENT

FEBRUARY 2025



By Jennifer Blair
President
Dayton BOMA

Hello BOMA Dayton! Recently I attended the BOMA International Winter Business Meeting in Indian Wells, CA. We had a bit warmer weather and plenty of sunshine! My husband tagged along, and we spent the remainder of the week on a motorcycle enjoying Joshua Tree National Park, Old Towne Temecula and downtown Palm Springs.

While at the conference I participated in the BOMA Association Executive sessions along with the Industrial Real Estate Committee, Building Engineers Committee and Membership Development Committee meetings. BOMA is watching as real estate trends shift in industrial real estate and are discovering areas that are of interest to building engineers. BOMI is creating new educational programs for emerging professionals in those fields as well.

The Industrial Real Estate Committee discussed ideas for future committee meetings and training modules for seasoned professionals and those entering the workforce. BOMA is exploring what is different in the industrial sector that doesn't directly translate from retail, warehouse and office space and determining the best way to get the information to its members. Each year the Conference & Expo offers an education track on Industrial Real Estate, there are 6 – 8 separate sessions discussing current trends, unique property management challenges and new operation strategies. Also available on the BOMA International

website is a Managing Industrial Properties Webinar series.

The Building Engineer's committee is working to update the Systems Maintenance Administrator (SMA) and Systems Maintenance Technician (SMT) designations available through BOMI to fit the skilled and emerging workforce. We discussed educational sessions to offer and ways to find skilled and qualified candidates for these positions. The Committee is discussing ideas to get building engineers more involved in Locals and are planning to have a Building Engineers competition at the Annual Conference and Expo in Boston. We also discussed courses that should be offered to further their knowledge, interpersonal skills and customer service training.

BOMA International hosts two meetings a year, the Winter Business Meeting and the International Conference & Expo. These meetings are open to anyone who wishes to attend, details can be found at <https://2025.bomaconvention.org/reg>. If you register for the full conference, you may register the Building Engineer from your property for a FREE full conference registration. Registration includes business meetings, education sessions, and access to the exhibition hall, keynote sessions and much more.

Keep an eye out for an After Hours event sponsored by ServiceMaster by Angler in February. If you're interested in hosting an event, please be sure to contact Nancy for available dates. And be sure to mark your calendar for May 13th, we will be volunteering at The Dayton Foodbank this month.

This year will be our 40th anniversary of the Dayton BOMA Golf Outing, which will be held Monday, July 28th at Walnut Grove Country Club. Don't miss an opportunity to sign up your foursome or to be one of our sponsors!

UPCOMING SPEAKERS AND EVENTS

Reminder...Our membership luncheons are typically held on the second Tuesday of each month from 11:30 until 1:00.

Tuesday, February 11th – Our February membership luncheon will be held at the Kohler Center in Kettering. Todd Cochran with Colliers and Amber Wenzler with APEX Commercial Group will be joining us to share their commercial real estate forecast for 2025.

Tuesday, February 25th – Our first After Hours Event of this year will be held from 4-6pm at the Oregon Express in the Oregon District. Holley Freeman and ServiceMaster by Angler will be our sponsors for this event.

Tuesday, March 11th – This month's membership luncheon will be held at the Dayton Convention Center from 11:30 until 1:30. We'll begin lunch promptly at 11:30 followed by a behind the scenes tour.

July 28, 2025 – Dayton BOMA 40th Annual Golf Outing to be held at Walnut Grove Country Club. 9am Shotgun Start.

OUR VISION

BOMA will be the partner individuals in the commercial real estate industry choose to maximize value for their careers, organizations and assets.



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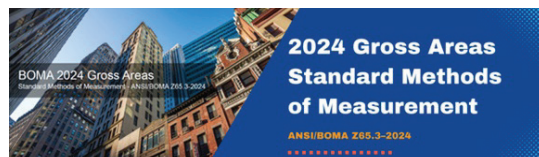
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UPDATED FOR 2024:

BOMA GROSS AREA STANDARD METHODS OF MEASUREMENT

The BOMA 2024 Gross Areas standard is published by the Buildings Owners and Managers Association (BOMA) International and is approved by ANSI (The American National Standards Institute). The standard is used by building owners, managers, tenants, appraisers, architects, space planners, and building measurement professionals to establish Gross Areas in buildings of all types. The BOMA Standard is considered the de facto building measurement standard in many real estate markets throughout the United States, Canada, and Internationally.



THE BOMA FOUNDATION

The mission of the BOMA Foundation is to serve the commercial real estate industry by fostering a future vision, forward thinking research, innovative thought leadership and global best practices.

The Building Owners and Managers Association (BOMA) Foundation is an independent, tax-exempt 501(c)(3) organization dedicated to sponsoring and encouraging educational activities, innovative research, and future workforce development to advance the commercial real estate industry and profession into the future. In addition, the Foundation looks to initiate programs that will guide commercial real estate into the next decade, while seeking to enhance the public appreciation of real estate and its significance in society. The Foundation is affiliated with the Building Owners and Managers Association International, the nation's oldest and largest commercial real estate organization.

Foundation programs are supported through tax deductible gifts and grants from BOMA members, real estate related companies, foundations and trusts, and interested individuals.

The Work of the BOMA Foundation

The BOMA Foundation has been an innovative force throughout much of its history, benefiting the industry and blazing a path to a better future.

Information About the J. Michael Coleman Scholarship Fund for Emerging Professionals

This scholarship fund is named in honor of J. Michael Coleman, BOMA Fellow, who passed away in 2020. Mike had a successful career in the security industry, working for more than 30 years as the top commercial real estate expert for AlliedBarton Security (now Allied Universal) before retiring in 2016. Mike's generosity, dedication and mentorship were hallmarks of his active, decades-long involvement with BOMA. Among his many contributions to the BOMA community, Mike served on BOMA International's Executive Committee and the BOMA Foundation Board. The mission of the J. Michael Coleman Scholarship fund is to support young and emerging professionals in their careers and in their involvement in BOMA.

Up to 10 chosen recipients receive:

- Registration to the 2025 Annual Conference and Expo in Boston, MA
- \$1000 to be used for travel and other related expenses
- The opportunity to tap into commercial real estate's best network and attend a unique track of sessions geared towards emerging professionals.

Apply for the J. Michael Coleman Annual Conference & Expo Attendance Scholarship at <https://form.jotform.com/222156203729048>. Submissions are due by March 28, 2025.

OUR MISSION

To advance a vibrant, commercial real estate industry through advocacy, influence and knowledge.



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The BOMA App is your hub for everything BOMA, including each year's annual conference app and quick links to BOMA resources, allowing you to stay informed on the go. Just search "BOMA App" in the iTunes Store or Google Play.



BOMA INTERNATIONAL'S TOP EVENTS AND UPDATES FOR 2025

Ella Krygiel, BOMA International

As we step into 2025, BOMA International is preparing for an exciting year ahead. From new committees to industry-leading webinars and events, 2025 promises to be a year full of opportunities to learn, grow and network within the commercial real estate industry.

Below is a roundup of the key events and updates to keep an eye on, as well as some exciting initiatives and developments that will help you level up your career and business in the coming year.

BOMA International's New Building Engineers Committee

BOMA International is thrilled to announce the formation of the Building Engineers Committee, which aims to attract, retain, and grow a skilled and educated pool of engineering professionals for the commercial real estate industry. Chaired by Suresh Balgobind, Senior Chief Engineer at Cushman & Wakefield, and Vice Chaired by Matt Montanez, Regional Engineering Manager at UG2. This committee held its inaugural meeting in December and is focused on several key initiatives, including:

- Providing education and programming through BOMA and BOMI.
- Fostering collaboration between engineers and property management professionals.
- Outreach to engineering unions, trade schools, and universities to bolster the pipeline of CRE engineers.
- Sharing best practices to improve building operations and efficiencies.
- Advocating for industry issues with BOMA and code enforcement agencies.

If you're a BOMA member working in building engineering, operations, or systems maintenance, and are interested in joining the committee, please contact Amy Chisholm at achisholm@boma.org or 202-326-6313.

Webinars You Won't Want to Miss: Basics of Budgeting Series

Starting January 15, 2025, BOMA International will kick off the second session of its three-part Basics of Budgeting webinar series. This session will explore the complexities of budgeting, focusing on various lease types and how operating expenses are calculated and billed to tenants. Session three, on January 29, 2025, will delve into the process of grossing up operating expenses and key accounting concepts. These sessions are approved for 1 CEU and 1 AIA LU.

Registration for parts two and three is coming soon, so be sure to reserve your spot ahead of time! For more information, contact education@boma.org.

Recap of 2024 from the Emerging Professionals Committee (EPC)

The Emerging Professionals Committee (EPC) made tremendous strides in 2024, and we're excited to continue spotlighting the exceptional contributions of our young leaders. Throughout the year, we showcased dynamic members like Sierra Seale, Chair of the Emerging Professionals Committee, and Matt Faupel, Vice Chair. Their leadership has helped shape our emerging professionals' program, creating spaces for networking, growth, and mentorship within BOMA. Stay tuned for more spotlights in the upcoming months, and if you're an

emerging professional looking to connect with others in the industry, don't hesitate to reach out to the EPC team at ep@boma.org.

Getting Ahead in 2025: BOMA's Top Events

Whether you're looking to connect with industry leaders, learn new skills, or expand your network, BOMA's 2025 events calendar has something for everyone. Here are some highlights:

Winter Business Meeting (January 2025, Palm Springs, CA):

BOMA's 2025 Winter Business Meeting will bring together BOMA leaders and property professionals from across the country to discuss the latest industry trends and best practices. With open forums and committee sessions, this event offers the perfect opportunity for members to share their perspectives and help shape the future of BOMA.

Medical Real Estate Conference (May 2025) This conference focuses on the intersection of commercial real estate and the healthcare industry. It's an excellent opportunity to engage in deep discussions with experts, network with peers and learn about emerging trends in medical real estate.

Annual Conference & Expo (July 2025) For emerging professionals, the Annual Conference is a must-attend event. It's the perfect platform to connect with potential employers and gain insights into the latest industry developments. Don't miss out on the opportunity to level up your career by engaging with industry leaders and fellow professionals.

Don't miss your chance to engage with BOMA members, industry leaders and experts. BOMA's events are a fantastic way to gain knowledge, network and stay at the forefront of the commercial real estate industry.

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NEW REPORT: LOCAL OPTION TRANSFER TAXES WOULD REDUCE SALES, LOWER PROPERTY VALUES, GENERATE MINIMAL REVENUE

Study Highlights Alternative Ways Massachusetts Should Confront the Housing Crisis

Cities and towns implementing new real estate transfer taxes will lose as much 60 cents for every dollar in new taxes collected while further driving down local property values and doing little to solve the state's housing crisis, says a new report authored by the Greater Boston Real Estate Board and Building Owners and Managers Association (BOMA) International, with research assistance from the Tufts University Center for State Policy Analysis.

Indeed, the research finds, a 2 percent tax on real estate sales last year would have produced an offsetting loss of nearly 60 cents for every dollar collected, a dramatic inefficiency in the proposals put forward by Boston and other communities, the report found.

"As this report shows, an increase in transfer taxes would have a devastating impact on commercial properties, and that would negatively affect local businesses and all of the jobs and revenue they generate. Particularly as local economies continue to emerge from the pandemic"

"Massachusetts needs meaningful solutions to the housing crisis and this research should tell the Governor, legislators and local leaders that new taxes won't work," said Mike Edward, Chair of the Greater Boston Real Estate Board and President of Perry CRE. "The Commonwealth must avoid passing misguided policies like transfer taxes and instead focus on workable solutions that promote new housing, reduce red tape and ensure the entire Commonwealth participates in a stronger housing future."

The report, "Empowering Cities and Towns to Tackle the Housing Shortage," highlights the negative impacts transfer taxes would have on the region's residential and commercial real estate markets. The report notes how, for every one percentage point increase in the transfer tax, sales decline by seven or eight percent. Citing a study previously conducted by the city of Boston, "Empowering Cities and Towns" discusses how a one percent transfer tax lowers prices by one percent. Even when real estate sales are thriving, a Massachusetts community with a two percent transfer tax would lose 43 cents for every dollar they expect to raise.

The report lays out a detailed roadmap of housing solutions which will support our state's housing needs

without further impacting the economy or creating an urban death spiral in our cities. The report comes as the House of Representatives and Senate prepare to debate Governor Healey's critical housing proposal.

"Massachusetts needs to build tens or perhaps hundreds of thousands of housing units to meet demand, so it is key that policymakers understand the right ways – and the wrong ways – to address this crisis," said Evan Horowitz, Executive Director of the Center for State Policy Analysis at Tufts University. "Transfer taxes are a very risky approach. We really need to focus on making it easier to overcome local barriers to housing creation."

The report suggests a number of ways the state may address the housing crisis, including:

- Expand policies similar to 40B to streamline the creation of affordable and market-rate housing units.
- Permit Accessory Dwelling Units (ADUs) by right across the state, as proposed in Governor Healey's Housing Bond Bill.
- Tracking and overseeing existing pots of money meant for affordable housing, including funds in local housing trusts, which rarely report their activity, as well as revenue from the Community Preservation Act, which sometimes sits in municipal bank accounts.
- Reform policies such as Proposition 2 ½ to exempt affordable housing initiatives from counting towards the tax collection cap, granting communities more flexibility in their budgeting.

"The commercial real estate sector is as committed as anyone in wanting to see vibrant downtowns, and that vision includes affordable housing, but increasing transfer taxes is not the answer," said Don Davis, Vice President of Advocacy and Building Codes at BOMA International. "As this report shows, an increase in transfer taxes would have a devastating impact on commercial properties, and that would negatively affect local businesses and all of the jobs and revenue they generate. Particularly as local economies continue to emerge from the pandemic, this is not the right time for tax increases—we need to encourage business activity that can help downtowns thrive."

This new report and the previous GBREB/cSPA analysis of the state Community Preservation Act can be found at MAHousingSolutions.com.



Check out our General, Industrial and Medical newsletters at www.boma.org.

The advertisement features a construction worker in a white hard hat, orange safety vest, and dark pants, holding a tablet and looking at it. The background is a blurred construction site. In the top left corner, there are logos for "ServiceMASTER Restore" and "SRM". The main text "COMMERCIAL PRIORITY RESPONSE PLAN" is in large, bold, yellow capital letters. At the bottom, contact information is listed: "Holley Freeman", "E: holley@anglerservices.net", "C: (937) 416-2785 | W: (855) 644-6786", and "www.srmcat.com".

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2025 Dayton BOMA Board of Directors

Pictured left to right: Bob Denny, Jennifer Blair, Sean Turner, James Abrams, Mike Croucher, Terry Williams, Maureen Bereda, Vickie Vanderhorst.
Not pictured: Kimberly Carroll and Emily Griggs.



MARINE CORPS RESERVE TOYS FOR TOTS

Dayton BOMA members gathered in November at the Toys for Tots distribution site in Huber Heights to help out as needed. In 2024, the Marine Corps Reserve Toys for Tots campaign distributed 19,070 toys to 8,049 children in Montgomery and Greene Counties.

KETTERING FAIRMONT ACAPELLA CHOIR



We'd like to thank the Kettering Fairmont Acapella Choir for providing entertainment at our 2024 Dayton BOMA holiday luncheon. What an amazing group of young vocalists!

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BOMA MARKS KEY MILESTONE TOWARD LITHIUM-ION BATTERY SAFETY LEGISLATION

Ella Krygiel, BOMA International



BOMA International is recognizing a key milestone in its advocacy efforts: the **Setting Consumer Standards for Lithium-Ion Batteries Act** has been included in the **Continuing Resolution (CR)**, bringing it closer than ever to becoming law. While the final CR did not include the bill, this significant step demonstrates the growing momentum behind

national safety standards for rechargeable lithium-ion batteries used in micro mobility devices.

This marks the first time BOMA has seen a bill progress this far in the legislation process, setting the stage for the next push toward national safety standards to address the growing fire risk in commercial real estate. The bill requires the U.S. Consumer Product Safety Commission (CPSC) to establish safety standards for rechargeable lithium-ion batteries used in e-mobility devices like electric bikes and scooters. As the lead organization advocating for this legislation, BOMA worked closely with **Sen. Kirsten Gillibrand (D-NY)** and **Rep. Ritchie Torres (D-NY)** to form a successful bipartisan effort that underscores the serious dangers posed by unregulated lithium-ion batteries.

The Growing Threat of Lithium-Ion Battery Fires

Lithium-ion batteries, the power source for many e-mobility devices, have become increasingly common in urban areas over the last few years. These batteries, while generally safe, have been linked to an alarming rise in fires, some of which have resulted in fatalities and extensive property damage. As e-bikes and e-scooters surged in popularity, their lithium-ion batteries started catching fire with greater frequency, and the problem has reached a crisis point.

According to the CPSC, at least 19 deaths have occurred since 2021 due to fires caused by these devices, and local fire departments are reporting similarly troubling statistics. For instance, in New York City, the fire department recorded over 200 lithium-ion battery fires in 2022 alone, leading to six fatalities and more than 140 injuries. The risk of these fires, which are particularly difficult to extinguish due to the volatile nature of lithium-ion batteries, is clear—and growing. These fires occur when the batteries are damaged, defective, overcharged or exposed to extreme conditions, causing the chemicals inside the batteries to react violently. Once ignited, these fires can spread quickly, engulfing entire buildings and sometimes reigniting after being extinguished.

BOMA's Role in Shaping the Legislative Response

In response to this growing danger, BOMA International has been a driving force behind efforts to establish a national safety standard for lithium-ion batteries. The **Setting**

Consumer Standards for Lithium-Ion Batteries Act seeks to address this urgent issue by requiring the CPSC to create standards that will reduce fire risks associated with these batteries, especially those used in e-bikes and scooters. This legislation has its roots in the New York Congressional delegation, which has seen the worst of this crisis firsthand. New York City alone has witnessed hundreds of battery-related fires in recent years, underscoring the need for a nationwide safety solution.

BOMA worked closely with **Sen. Gillibrand (D-NY)** and **Rep. Torres (D-NY)** to build bipartisan support for the bill, which reflects the growing recognition of the need for safety standards. While the bill was ultimately excluded from the final Continuing Resolution, the momentum it gained signals broad, cross-party backing and positions it for future consideration. BOMA is committed to continuing its advocacy in the next Congress, ensuring that safety standards for e-mobility devices are prioritized.

A Call for Action and Interim Measures for Commercial Properties

While BOMA continues to work toward the implementation of nationwide safety standards, commercial properties can take immediate steps to mitigate the risks associated with lithium-ion battery fires. According to BOMA's Policy Brief, *Battery Fires From Electric Bikes and Scooters*, properties should consider reviewing their emergency plans, consulting with local fire departments and possibly updating policies related to the storage and charging of e-mobility devices. The guidance suggests that commercial properties examine their unique risks and develop interim measures to address this issue until regulations are formalized.

Although some local and state governments are beginning to implement regulations, BOMA strongly encourages commercial property owners to proactively assess the situation, as the growing threat of battery-related fires requires swift action. With minimal regulation in place so far, it is critical for properties to stay ahead of the curve and ensure safety.

Looking Ahead

As the **Setting Consumer Standards for Lithium-Ion Batteries Act** continues to move through the legislation process, BOMA International remains committed to advocating for strong safety standards that will ultimately protect lives and property. The eventual passage of the legislation will be a major win in the effort to ensure safer electric vehicles and prevent further tragedies related to lithium-ion battery fires.

For more information on this critical issue, including steps that commercial properties can take, refer to BOMA's Policy Brief, *Battery Fires From Electric Bikes and Scooters*, which outlines the causes, risks and recommended actions for property managers and owners. This brief can be found at www.boma.org.

ABOUT THE READY CAMPAIGN

Launched in February 2003, Ready is a National public service campaign designed to educate and empower the American people to prepare for, respond to and mitigate emergencies and disasters. The goal of the campaign is to promote preparedness through public involvement.



Businesses and their employees face a variety of hazards:

- Natural hazards like floods, hurricanes, tornadoes, and earthquakes.
- Health hazards such as widespread and serious illnesses.
- Human-caused hazards such as accidents and acts of violence.
- Technology-related hazards like power outages and equipment failure.

Business leaders and employees can do a lot to prepare for the most likely hazards they will face in the workplace. Ready Business helps you to create a preparedness plan to get ready for what comes next.

Ready Business Toolkits

The Ready Business Toolkit series includes hazard-specific versions for earthquake, hurricane, inland flooding, power outage, and severe wind/tornado. Toolkits offer business leaders a step-by-step guide to build preparedness within an organization.

Ready Business Plans

The process for creating a business' preparedness plans should encompass as much as possible of what a business might need during an emergency. This includes communications planning, IT support and recovery, and continuity plans. Ready.gov and FEMA have plans available that your business can use to get started.

Training and Exercises

Being prepared in advance is a critical step to responding to an emergency and keeping your business and employees safe. Training, testing and exercises are essential components of preparedness. Training ensures that everyone knows what to do when there is an emergency or business operations are disrupted.

Getting Ready to Plan

If your business doesn't have a plan yet, or if you're in the middle of reviewing plans, there are steps that business leaders can take to prepare their companies for the disaster that comes down next. Many disasters and hazards can't be prevented, but you can take steps now to get ready to plan.

Other Resources

A variety of resources are available to help your business be prepared for a disaster and recover stronger. Information to help you prepare and recover includes resources on incident management, resource management and hazard prevention.

For more information and to access Ready resources go to www.ready.gov.

MEMBER HIGHLIGHT

Kimberly Carroll is a business professional in commercial real estate with 25 plus years' experience. She's lived in the Cincinnati area most of her life, currently residing in Liberty Township. Kim is very familiar with both the Cincinnati and Dayton markets.



In 2022 she and her husband relocated to Las Vegas to assist her son with his last year of college. Once there she was able to land an awesome opportunity to work with one of the largest commercial real estate companies in the Western Region; Schnitzer Properties. Kim spent 1½ years working for Schnitzer and then decided to move back to Ohio.

Kim joined Olymbec USA in June 2023 and is excited about the opportunity to get more involved in leasing along with her property management role. Currently she's responsible for an office portfolio of approximately 1M sq. ft throughout the Cincinnati, Dayton and Indianapolis markets as well as 675,000 sq ft of Industrial space in Columbus. She manages a staff that consists of a Property Services Coordinator and four maintenance technicians as well as oversees a third-party team.

Kim and her husband are empty nesters and will be expanding their horizons with plans to open a small business in the near future. Kim is excited for the opportunity to serve on the Dayton BOMA Board!

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The Fast Company Executive Board is a private, fee-based network of influential leaders, experts, executives, and entrepreneurs who share their insights with our audience.

BY SEAN SWENK 4 MINUTE READ

Against the backdrop of a high-interest-rate environment, rising energy costs, and the reset of property values (to name but a few challenges), sustainable innovation in commercial real estate (CRE) is more necessary than ever for firms to remain competitive. The CRE leaders who embrace this innovation now can future-proof their organizations—and position them to thrive in a rapidly shifting market.

Here are five main reasons CRE leaders should begin innovating by adopting sustainability measures:

1. RISING ENERGY COSTS AND THE NEED FOR ENERGY INDEPENDENCE

For starters, energy prices are drastically climbing. According to Reuters, forward markets for Henry Hub futures, the benchmark U.S. natural gas price, “indicate that prices will average \$3.20 per million British thermal units (mmBtu) in 2025, compared to an average of \$2.22 so far this year.”

As energy prices rise, additional pressure is put on operational costs, such as heating, cooling, and climate control. Over time, those increased costs can threaten real estate firms’ profitability.

However, forward-thinking CRE firms can mitigate these costs by leveraging innovations such as solar, battery storage, and energy efficiency. In the process, these firms can also take greater control of their energy usage and ultimately become more energy-independent.

Moreover, thanks to current investment tax credits (ITCs) that were introduced by the Inflation Reduction Act (IRA), those savings are multiplied. By climate-proofing their buildings, CRE leaders can also lower their insurance costs and claims across their portfolios.

2. REGULATORY AND ESG COMPLIANCE

In addition to saving on energy costs and becoming energy-independent, CRE firms that embrace sustainability can proactively navigate regulatory and ESG pressures on the horizon and position themselves as leaders in sustainable strategy.

For instance, in California, the Climate Accountability Package (SB 253 and SB 261) was signed in 2023. As explained by the global law firm Sidley, under these two bills, U.S. public and private companies that conduct business in California and earn specific amounts will have to comply with new reporting requirements, such as “the submission of a biannual climate-related financial risk report to the California Air Resources Board (CARB) (applicable to companies with more than \$500 million in total annual revenue) starting as early as January 1, 2026, for calendar year 2025.”

The CRE organizations that start innovating today can stay ahead of ESG regulations that pertain to them and minimize their risk profiles.

3. PROPERTY VALUE AND MARKETABILITY

Alongside lowering risks and ensuring their firms remain compliant, CRE leaders who embrace sustainability can benefit from incentives (such as ITCs) and get a headstart on enhancing their property values. Innovative upgrades, such as energy efficiency in CRE and climate-proofing buildings, can boost property values, attracting more investors and tenants.

Class-A buildings with sustainability features are currently in high demand. A 2021 report by Knight Frank that examined prime office buildings in London, Sydney, and Melbourne revealed “an 8%-18% sales price premium for green-rated buildings compared to equivalent buildings without a BREEAM or NABERS rating across these markets, depending on the level of green rating.” The CRE firms that innovate early will be able to command premium rents and boost their asset appreciation in the long term.

4. OPERATIONAL AND CLIMATE RISKS

Another long-term benefit of embracing sustainable innovation now is mitigating the growing risks associated with climate change, such as extreme weather events, which threaten property operations and hinder tenants’ business continuity.

Microgrids, battery storage solutions, and solar panels can help buildings continue to run in worst-case scenarios. For instance, during Hurricanes Helene and Milton in Florida, the lights remained on at Hunters Point, a storm-proof community running on solar power and battery storage.

By keeping lights and the power on during severe weather events, CRE firms can better serve their tenants. They can reduce complaints and repair needs and ultimately keep their reputations intact.

5. REMAINING COMPETITIVE IN A RAPIDLY EVOLVING MARKET

Finally, in a rapidly evolving market, CRE firms that don't take steps to innovate now risk falling behind competitors who can offer tenants and investors more attractive, resilient properties. Innovation is crucial for keeping up with firms that are already leveraging energy efficiency, smart technologies, and sustainability to stand out to investors and tenants in a crowded competitive landscape.

Forward-thinking CRE firms will be able to meet tenants' increasing demands for sustainability. A report published in 2023 by CIM, "Tenant Preferences in the UK Office Market," surveyed "200 UK directors and senior personnel involved in key real estate decisions from companies that were large tenants of office space." Of those decision-makers, 53% indicated that lowering "day-to-day operational and energy costs would significantly impact their decision on new office space." Additionally, 41% of decision-makers said they would be willing to pay 10% to 14% more in rent for a green office space.

As for investors, the Association for International Real Estate Investors' (AFIRE) 2022 "Annual International Investor Survey" noted that given that "investors account for heightened concerns related to the environment, affordability, and corporate behavior, their consideration of environmental, social, and governance (ESG) criteria in decision-making will become increasingly critical, with eight in ten viewing it as very important in the next few years."

By innovating today, CRE leaders can ensure their organizations stay relevant and successful tomorrow.

SUSTAINABLE INNOVATION IN COMMERCIAL REAL ESTATE IS THE PATH TO LONG-TERM SUCCESS

Sustainable innovation in commercial real estate is a necessity for survival and is the path to long-term success.

When implementing sustainability measures, CRE leaders should focus on progress over perfection. They don't have to implement every measure immediately. Instead, they should assess their unique situations and then form strategic plans for which innovations to pursue.

About the Author

Sean Swentek is VP of Marketing at Omnidian and host of the Future of CRE Sustainability Podcast.

MEMBER RECOGNITION

The Dayton BOMA Board would like to recognize the following individuals as long time members of Dayton BOMA.

Wes Eversole with Rieck – 10 years

Todd Pressnall with Scioto Services – 13 years

Sean Turner with Turner Property Services Group – 13 years

Ryan Zeman with Sonshine Commercial Cleaning – 13 years

Shawn Bone with US Lawns – 19 years

Jim Houpt with Merchants Security – 22 years

Mike Houser with Houser Asphalt & Concrete – 31 years

Dave Wallace with Reed Elsevier – 31 years

Karen Basista with Culmen Real Estate Services – 37 years

We'd also like to congratulate both Dave Wallace with Reed Elsevier and Jo Lease with Turner Property Services Group on their retirement.

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5 KEY ACTION STEPS FACILITY MANAGEMENT PROFESSIONALS SHOULD TAKE TO ENSURE AN EFFECTIVE PHYSICAL SECURITY PROGRAM

As facility management professionals, ensuring the physical security of a facility's assets and personnel is a critical responsibility. In today's rapidly evolving threat landscape, security programs must be proactive, dynamic, and continuously optimized. Below are five essential action steps that facility managers should take to ensure their physical security programs are operating as effectively as possible:

1. Conduct Regular Security Assessments and Risk Analysis

A key first step in maintaining an effective physical security program is conducting regular security assessments. These assessments help identify vulnerabilities in the facility's security infrastructure, technical systems, operations, and procedures.

Action Steps:

- **Perform a comprehensive security audit** at least annually or whenever significant changes occur, such as facility renovations, new technology, or changes in local or national threat levels.
- **Identify physical, technological, and procedural elements** such as weaknesses at entry points, screening, access control points, security camera coverage, and lighting.
- **Conduct a facility risk profile** based on a risk analysis to assess potential threats, from break-ins and theft to natural disasters or active shooter scenarios.
- **Review previous security incidents** at the facility and failed security breach attempts to identify areas of improvement.

A well-documented security assessment with a risk analysis will help prioritize security improvements and direct resources toward the most critical areas.

2. Implement a Layered Security Approach (Defense in Depth)

A good security program makes use of layered zones of protection and incorporates both passive security measures and active security systems to effectively deter crime, detect breaches, assess alarms, delay incidents, limit damage and improve response. Use of the Crime Prevention Through Environmental Design security design approach is based on providing protection for the facility by applying varying levels of protection beginning at the site perimeter, with increasingly more stringent and controlled security protection as you enter the interior and controlled areas of the facility.

A single security measure or system is often insufficient. A layered security approach, or "defense in depth," uses multiple security strategies to reduce the likelihood of a cyber-attack, intrusion, or incident. Each layer provides separations between front-of-house public and visitor areas from the back-of-house infrastructure interior and private controlled areas. This strategy ensures that if one layer is breached, additional safeguards are in place to prevent or mitigate damage.

Action Steps:

- **Physical barriers:** Ensure that gates, fences, locks, and doors are in place to prevent unauthorized access.
- **Access control systems:** Use card readers, biometrics, or key fobs to restrict access to authorized personnel only. These security systems should be continuously monitored and tailored to fit the facility's needs.

- **Surveillance systems:** Employ high-quality video cameras that cover vulnerable areas such as entryways, parking lots, and perimeter zones. Integrating AI-based video analytics can help security monitor unusual behaviors or incidents.
- **Alarm systems:** Set up alarms or intrusion detection systems to alert security personnel to unauthorized access or suspicious activities.
- **Lighting:** Ensure adequate lighting following IEEE standards is implemented in both interior and exterior areas to deter criminal activity and improve the effectiveness of video surveillance cameras.

Each layer of security should complement the others, ensuring a robust and responsive facility security program.

3. Regularly Review and Update Security Protocols and Training

Physical security procedures and protocols must be clear, up to date, based on best practices, and be well understood by everyone in the facility. Staff and security personnel should be regularly trained on how to respond to a variety of security incidents, from routine access control to emergency responses and facility evacuations.

Action Steps:

- **Review and update security procedures and protocols** regularly to ensure they address current risks and incorporate best practices.
- **Ensure that all employees, including security staff and facility personnel, are trained** on security incident responses, emergency response procedures, active shooter protocols, facility evacuation plans, and first aid.
- **Establish an emergency response team** that can be assembled quickly to manage security and emergency incidents.
- **Conduct drills** to test response times, communication procedures and protocols, and decision-making during emergency scenarios.
- **Review access control and visitor management procedures** to ensure they are aligned with the facility's security program goals.

A well-trained and prepared facility management team ensures swift and effective responses to security incidents, which can minimize potential physical facility damage, damage to its reputation or monetary losses.

4. Leverage Technology for Enhanced Monitoring and Control

As technology continues to rapidly evolve, so too do the tools available to facility management to enhance the facility's physical security program. Advanced security technology not only strengthens a facility's defenses but also streamlines monitoring and management.

Action Steps:

- **Integrate security systems:** Use centralized security management systems to combine surveillance cameras, alarm systems, access control, dispatching, radio communications, and environmental sensors into one unified platform. This allows for real-time monitoring and quicker response to incidents.
- **Use analytics:** Advanced security cameras with AI and

video analytics can detect suspicious activity, such as people loitering, or objects left behind. This helps reduce the time it takes to detect and respond to threats.

- **Automated reporting:** Use automated reporting tools and software programs to log incidents, track response times, and monitor the performance of security measures over time.
- **Remote monitoring:** Invest in remote security monitoring systems that allow for 24/7 surveillance of the facility, especially during off-hours and holidays.

By embracing technology, facility managers can enhance the precision and efficiency of their facility management and security operations, offering more comprehensive protection, facility safety, and quicker response times. It is the sole intent of any physical security program to provide obstacles, delaying measures and observation methods to increase the probability and risks of exposure, failure, or capture so that they are greater than the potential for success in perpetrating the incident.

5. Establish Strong Relationships with Local Law Enforcement and Emergency Services

Collaborating with local law enforcement and emergency response teams is a crucial component of a comprehensive physical security program. These partnerships enable faster, more coordinated responses in the event of a serious incident and provide valuable input in security planning.

Action Steps:

- Develop a relationship with local police departments, fire departments, and emergency medical services. Share information about your facility's security measures and systems, security procedures and protocols, and facility operating procedures with them.
- Invite local authorities to conduct joint training or exercises to ensure that your team is familiar with their procedures and vice versa.
- Establish a direct communication channel with local law enforcement so that security teams can quickly report incidents or request assistance when needed.
- Keep emergency contact information readily available and ensure that your information is up to date.

These partnerships strengthen the overall response capabilities and ensure a more efficient handling of security incidents and situations.

Conclusion

To operate an effective physical security program, facility managers must be proactive, adaptable, and committed to continuous improvement. Security is not designed to protect against threats that are static, in fact, security threats are dynamic, and the facility risk environment can change from minute-to-minute and day-to-day.

By conducting regular risk assessments, implementing a layered security approach, keeping security procedures and protocols updated, embracing technological innovations, and building strong relationships with law enforcement, facility managers can ensure that their physical security programs are robust and responsive to emerging threats. The goal is to create a safe, secure environment where personnel and assets are always protected.

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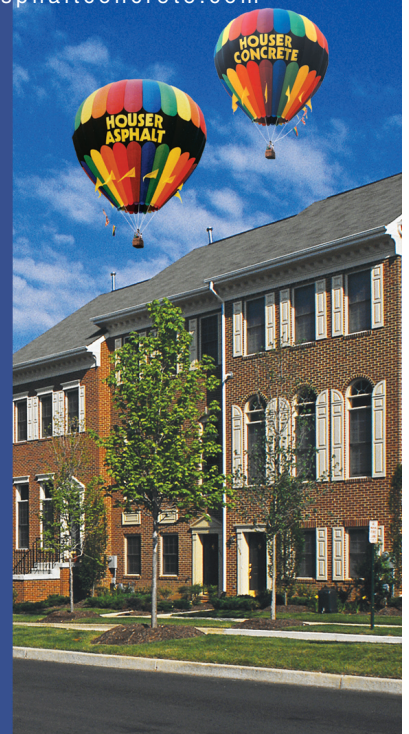
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