

# DAYTON BOMA

BUILDING OWNERS & MANAGERS ASSOCIATION

## FROM THE PRESIDENT

FEBRUARY 2026



By James Abrams  
President  
Dayton BOMA

I hope this message finds you doing well. I can't believe it's February already. January truly flew by. With winter in full swing, I'm sure many of you have been kept busy navigating cold temperatures, ice, and snow.

Unfortunately, Winter Storm Fern led to the cancellation of the 2026 BOMA International Winter Business Meeting in Washington, D.C. This meeting was an important opportunity for BOMA International to continue advocating on behalf of the commercial real estate industry with lawmakers on Capitol Hill and within federal agencies.

Advocacy remains central to BOMA's mission. BOMA International works diligently to advance legislative and regulatory priorities that directly impact our members, with a primary focus on sustainability, tax and finance policy, and workforce development. While the meeting was canceled, BOMA will continue to discuss several key pieces of legislation with our representatives, including the following:

### **H.R. 7128 – The TRIA Program Reauthorization Act of 2026**

This bill would extend the Terrorism Risk Insurance Act (TRIA) through 2034. TRIA serves as a critical federal backstop that keeps terrorism insurance accessible and stabilizes the insurance market. Without it, construction projects, commercial real estate transactions, and financing agreements could be

jeopardized, as lenders often require terrorism coverage. This program helps safeguard economic resilience and protects billions of dollars in commercial activity at no cost to taxpayers.

### **S. 389 – Establishing Consumer Standards for Lithium-Ion Batteries**

This bipartisan bill aims to protect consumers from potential harm caused by faulty lithium-ion batteries, which are commonly used in e-bikes, e-scooters, and other micromobility devices.

In addition to supporting these bills, BOMA's advocacy efforts helped lead to Congress authorizing \$33 million in funding for the ENERGY STAR program for fiscal year 2026. This vital program continues to play a pivotal role in the commercial real estate industry by helping building owners and operators measure and improve energy performance, reduce operating costs, and enhance asset value for tenants.

Please take part in helping us grow our community. Strengthening Dayton BOMA's presence and impact continues to be a key focus of our organization. We encourage all members to invite a property manager or building owner who is not yet a BOMA member to attend any luncheon or Dayton BOMA event as our guest. Your personal invitation goes a long way in helping others understand the value our organization brings to the region.

As a quick reminder, 2026 membership dues are now due. If you need a copy of your invoice, please reach out to Nancy at [nancy@bomadayton.org](mailto:nancy@bomadayton.org).

In closing, it is truly an honor and a privilege to serve as President of Dayton BOMA. I look forward to another great year of lunch meetings, tours, educational sessions, and after-hours events.

## UPCOMING SPEAKERS AND EVENTS

This year we will be approaching our monthly membership meetings in a different way. In an effort to have more of you join us monthly, we will be incorporating a few breakfast meetings and networking events in place of our luncheons.

All events will take place on the second Tuesday of each month, as in the past.

**Tuesday, February 10th** – Mitchell Isler, Research Analyst, Regional Analysis with the Federal Reserve Bank of Cleveland will be joining us as our guest speaker at our membership luncheon this month.

**Tuesday, March 10th** – Instead of a luncheon this month we're going to try something new. We'll be gathering for breakfast at the Kohler Center in Kettering from 8:30 until 10am. More details to follow soon.

**Tuesday, April 14th** – We'll continue to mix things up this month. Nancy is working to set up a tour with an after-hours event to follow. This will take the place of our typical membership luncheon.

**Monday, July 27th** – Dayton BOMA 41st 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.



## DAYTON BOMA BOARD

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## INVEST IN YOUR TEAM, GROW YOUR COMPANY

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### Maintain Organizational Excellence

- 59% of millennials say learning and growing are extremely important when applying for a job, the most of other generations. (Gallup)
- 55% of workers say they need more opportunities to develop their skills and improve their work. (SHRM)
- Engaging training positively impacts productivity by 21%. (Gallup)
- Organizations that adopt technology-enabled onboarding & training solutions reduce the time spent on administrative tasks by 66%. (Training Industry)



### Reduce Turnover

- 94% of employees said development opportunities would keep them in a role. (LinkedIn)
- 74% of workers said they were more likely to leave their roles if offered another job with education and career opportunities. (Guild's American Worker Survey)
- 86% of hiring managers say employee training is critical for retention. (SHRM)
- Inadequate career development is the leading reason people leave their jobs, with 21% of those interviewed citing it as the driving factor. (The Work Institute)

## OUR MISSION

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



## WHY BOMA/BOMI?

Whether you're an organization or an individual, BOMA/BOMI's world-renowned professional educational programs make perfect business sense.

### Building Excellence Webcasts

BOMA's Building Excellence Webcast series covers timely and topical issues that address the wide-ranging needs of commercial real estate professionals. The Foundations of Real Estate Management course covers the fundamentals of commercial real estate administration, management, building systems, accounting and reporting, contract management, and more. It's perfect for those new to property management or anyone who may have learned on the job and has training gaps.

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- 99% improved their subject knowledge with BOMI programs
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# A MARKET IN MODERATION: COMMERCIALCAFE SAYS IT'S THE BEST WAY TO SUM UP THE U.S. INDUSTRIAL MARKET LAST YEAR

Dan Rafter January 6, 2026

How to sum up the 2025 U.S. industrial market? CommercialCafe in its latest industrial report used the word “moderation.”

In its December 2025 National Industrial Report, CommercialCafe said that the industrial sector had a sluggish last year as it struggled to absorb the space that flooded the U.S. market during the boom years of 2020 through 2024.

According to CommercialCafe, from 2020 to 2024 more than 2.5 billion square feet of industrial space was built across the United States. Even though this included build-to-suit and pre-leased space, this surge of new supply resulted in rising vacancy rates and moderating rent growth last year across the country.

Industrial construction in the United States then dropped sharply in 2024, CommercialCafe said. That didn't change last year, as new industrial deliveries again stalled in 2025.

But that isn't the only big trend. CommercialCafe also pointed to tariff-driven volatility as a contributor to the industrial sector's challenges in 2025. CommercialCafe reported that in the first months of last year, companies stockpiled goods in anticipation of import tariffs. Then delays in tariff implementations and tariff level cuts brought further uncertainty for companies that relied on international trade.

A new tax law is making an impact on the U.S. industrial sector, too. The law, enacted last year, is designed to encourage domestic production of goods. But it also eliminated the tax credits for the production and purchase of electric vehicles and green technology, both industries that had driven a significant amount of the manufacturing sector's recent growth.

CommercialCafe also cited tariffs on steel and aluminum that have raised production costs for companies that rely on these materials.

“Uncertainty reigned supreme in 2025,” said Peter Kolaczynski, director with Yardi Research, in a statement. “Between tariffs and their economic effects, AI and the volume of data centers needed to support it and fluctuating EV and battery trends, resilience and flexibility became key traits for owners, developers and occupiers.”

Not all subsectors of the industrial market performed equally last year. CommercialCafe cited data centers as the darling subset of the industrial sector, with tech companies pumping billions of dollars into massive facilities as they expand their generative AI capabilities.

CommercialCafe says that there is a growing investor appetite for industrial outdoor storage, with occupiers seeing it as a low-cost option for filling gaps in their supply chains.

Nationally, the average industrial rent hit \$8.76 a square foot in November of 2025. That represents a 12-month change of 5.7%, according to CommercialCafe. The U.S. industrial vacancy rate stood at 9.7% in November of last year.

In the Dallas-Fort Worth Market, CommercialCafe reported that the average industrial rent was \$6.77 a square foot in November while the average vacancy rate was 11.2%.

In Columbus, Ohio, the average industrial rent in November of 2025 was \$5.34 a square foot while the average vacancy rate was 11.8%. In Cincinnati those numbers stood at \$5.27 and 8.6%.

When it comes to industrial space under construction, Texas markets are leading the pack. CommercialCafe reported that the Dallas-Fort Worth market had 31.5 million square feet of new industrial space under construction as of the end of last year, while the Houston market had 21.9 million square feet in the pipeline.

Chicago ranked fourth in the country with 13.7 million square feet of new industrial space under construction as of the end of 2025. Columbus was right behind in fifth place with 12.9 million square feet, while Memphis had 12.8 million square feet in the pipeline.

In Indianapolis, 7.4 million square feet of new industrial space was under construction, while that figure stood at 6.1 million square feet in the Minneapolis-St. Paul market.

Year-to-date industrial sales totaled \$68.4 billion in the United States as of the end of November of last year. CommercialCafe said that this puts 2025 on track to be the best year for industrial transactions since 2022.

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## 2025 DAYTON BOMA MEMBER OF THE YEAR AWARDS

The Dayton BOMA Board presented three members with the Member of the Year Award at our holiday luncheon in December.

Our first recipient supports Dayton BOMA in a lot of the same ways most of us do. They sponsor our golf outing, play in the outing, advertise in our newsletter, attend most, if not all of our events, and volunteers on our Board. This person also truly values BOMA. He has formed great relationships with not only our property managers but our associate members as well. On numerous occasions he will reach out with an idea and ask how it may benefit BOMA. He also sits back quietly and truly listens to what is needed and if possible, steps up to help. Congratulations to Terry Williams with Environment Control as one of our 2025 Member of the Year recipients.

Our next recipient was very active on our Golf Outing Committee this year bringing in \$3,200 in sponsorships as well as working registration the day of the outing. She's been active on our Board the past few years as well. She's currently working with Nancy and the Director of the Real Estate Program at Sinclair in an effort to bring awareness of the commercial property management side of real estate and BOMA, to Sinclair students. She represented Dayton BOMA at a Sinclair real estate career event this past October. We'd like to recognize Maureen Bereda with Synergy Building Systems as one of our Member of the Year Award recipients for 2025.

Our third recipient was also very active in bringing in sponsorship dollars for our golf outing and volunteered the day of the event as well. She was able to secure \$2,450 in sponsorships this year by reaching out to her vendors as well as tenants she felt would benefit from the exposure. She was our President in 2025 and has been very active on our board the past several years. She also joined Maureen in representing Dayton BOMA at the Sinclair real estate career event this past October. We'd like to recognize Jennifer Blair with Huber Management as one of our 2025 Member of the Year Award recipients.



### WHAT AN AMAZING GROUP OF YOUNG VOCALISTS!

We'd like to thank the Kettering A Cappella choir for providing entertainment at our Dayton BOMA holiday luncheon this past December. Thanks to Brody McDonald, Director of Choirs at Kettering City Schools as well for reaching out and making the arrangements.



# CONFIDENCE IN THE ECONOMY, CRE EDGES HIGHER: RCLCO

By Scott Baltic | December 24, 2025

The company's end-of-year sentiment report foretells stability and renewed growth in 2026.

The 2025 year-end sentiment survey from RCLCO points to confidence, steadying conditions and positive expectations.

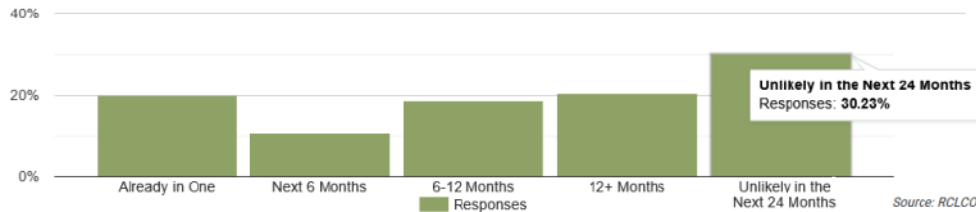
RCLCO wrote that although the overall economy and the real estate sector still face a challenging environment with substantial stress, expectations are indeed starting to improve. "While risks remain evident, sentiment suggests a shift toward stabilization and growth in the year ahead."

RCLCO's proprietary Real Estate Market Index (RMI) remained relatively stable over the second half of the year, rising four points to 41, which is "toward the top of a range historically linked to economic and real estate market stress."

In contrast, the Future RMI, which reflects sentiment regarding the next 12 months, rebounded by almost 15 points, to 63, showing considerable optimism for moderately or significantly improved market conditions.

Looking at the macroeconomic side first, the survey found that expectations of a recession within 12 months are down significantly, from 44 percent of respondents at mid-year, to just 29 percent now.

## When Will the Next U.S. Recession Occur?



Roughly one-third of respondents see a recession as likely in the next year, while an equal share sees it as unlikely within the next two years. *Chart courtesy of RCLCO*

As to when the next recession might appear, opinions are diverse. Roughly one-third of respondents see a recession as likely in the next year, while an equal share sees it as unlikely within the next two years.

Expectations about interest rates and inflation are turning toward the positive.

A moderate decrease in interest rates is seen as the likely outcome over the next six to 12 months by 77 percent of respondents. This is in contrast to the mid-year 2025 sentiment survey, in which expectations were evenly balanced (at nearly 40 percent each) regarding whether interest rates would remain stable or decline.

As to inflation, RCLCO reported, "Equal shares of respondents expect inflation to remain unchanged (39 percent) or increase moderately (39 percent), with a smaller but notable group (16.04 percent) anticipating a moderate decrease."

## Closer looks

While most respondents are bearish on the for-sale and rental housing sectors, the industrial, self-storage, senior housing and lifestyle and necessity retail are seen as experiencing at least some growth currently, with nearly every real estate product type expected back in growth mode over the next year.

"The exceptions to this," RCLCO said, "are Class B/C office and regional malls, which are expected to continue to experience stress."

A timely question for survey respondents was about whether data center demand and development constitute a bubble, amid evolving data center market trends. Nearly two-thirds said that there is a bubble in this sector, and many cited power availability as a possible limiting factor in future data center development.

Still, RCLCO described the majority sentiment as "measured concern rather than alarm." Overall, the responses indicate that while many participants recognize signs of potentially unsustainable demand and development, most do not view the risk as severe at this stage.

RCLCO's Real Estate Market Sentiment Survey is based on the opinions of a pool of experienced real estate professionals from across the industry and the nation. A large majority (75 percent) of these respondents have worked in real estate for 20 years or more, with an average tenure of about 25 years. Further, 87 percent of respondents are C-suite or senior executives in their organizations.



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# 2026 OFFICE OUTLOOK: DISCIPLINE TAKES CENTER STAGE

By Corina Stef

Next year, the office market will reward clarity, performance and strategic focus. Here's what to watch in 2026.

The U.S. office sector is heading into 2026 with a clearer sense of direction than at any point in recent years. After an extended period of volatility, 2025 brought a measure of clarity, even if the results were not always comfortable.

Hybrid work shifted from an experiment to an expectation, capital began to cautiously reengage, and a new hierarchy emerged in which building performance—not just location—became the defining line between competitive assets and those falling behind. Together, these shifts set the tone for 2026: a year driven by focus, discipline and measurable performance.

“2025 was a year of adjustment,” said Jordan Lang, president of McCourt Partners. “After several years of resetting expectations, we began to see the outlines of a more stable market.”

That reset marked a turning point. Rather than waiting for a traditional rebound, the industry started reshaping itself around new economic, cultural and technological realities, forces that now anchor the office outlook for 2026. Today, the sector appears less like an industry exiting crisis and more like one entering a more disciplined, modern and performance-driven era.

## Recalibrating the office model

The office sector didn't simply evolve in 2025. It fundamentally redefined itself, setting a new framework for what the workplace will look like in 2026.

“Hybrid work remained dominant, but companies moved from ‘optional’ office days to structured anchor days focused on collaboration and innovation,” said Doug Ressler, manager of business intelligence at Yardi Matrix. “Offices were redesigned for flexible zones—spaces that can switch between collaborative and focused work.”

This shift reflected two converging pressures: Employees continued pushing for flexibility, while companies sought to justify real estate costs for a geographically dispersed workforce. The result was a more intentional workplace model, one built around purposeful presence, not daily attendance.

Early signs of stabilization appeared in the numbers. Yardi Matrix data shows the national vacancy rate fell to 18.6 percent in September 2025, an 80-basis-point improvement from 2024 but still far from pre-pandemic norms. Leasing volume reached 52.4 million square feet in the third quarter, according to JLL, just shy of post-pandemic highs. Sublease availability tightened, and limited new construction pushed overall availability to levels last seen before 2016, Avison Young reported.

Even as fundamentals improved, the market's dividing lines sharpened.

“Prime assets in core markets experienced steady leasing activity, while older and less efficient buildings struggled to compete,” noted Ayush Kapahi, principal & founding partner of HKS Real Estate Advisors. “On the capital markets side,

transaction volume improved as sellers adjusted pricing expectations and capital began to re-engage...The market remains shaped by higher interest rates, the long-term adoption of hybrid work and a sharp focus on tenant credit, location and building quality.”

That reengagement is visible in financing trends, as well. Mike McDonald, senior managing director & co-head of JLL's National Office Investment Sales and Advisory platform, points to a dramatic rebound in debt availability: 2025 brought an 86 percent year-over-year increase in loan originations compared to January – October 2024, driven by debt funds, life companies and select banks. Institutional capital—including heavyweights like Blackstone—returned opportunistically to gateway markets such as New York, San Francisco and Bellevue, Wash.

For others, this year's defining theme was acceptance. “Higher rates and new work patterns are here for the foreseeable future,” said Lang. Market participants responded accordingly: Leasing improved in select submarkets, supply tightened as groundbreaking slowed sharply and demand clustered around well-located, modern offices with strong amenity and technology packages.

But challenges remain. Hybrid work still limits absorption and elevated vacancy continues to pressure net operating incomes, especially for commodity-grade buildings. The outcome is a deeply bifurcated market: on one side, high-quality Class A and “smart” offices pulling ahead, and on the other, a growing stock of outdated, under-financed assets facing distress, conversion or outright demolition.

“We are estimating that over 250 million square feet of office will be demolished or removed from the inventory entirely, which will vastly outweigh new construction,” McDonald expects.

As 2025 draws to a close, the message is clear: The post-pandemic office is not dead, but it has fundamentally changed. What succeeds now is not what succeeded before.

## How office demand will evolve

The 2026 office outlook points toward a smaller, more intentional footprint, one defined by flexibility, quality and strategic location rather than sheer square footage. Companies are shifting away from large, centralized headquarters and toward modern, tech-enabled environments that better support hybrid work patterns and evolving workforce expectations.

Long-term forecasts reinforce this reset. McKinsey projects that office demand will remain below pre-pandemic levels through 2030, with San Francisco and New York experiencing the steepest declines. At the same time, the North American flex office market is expected to nearly double, from \$14.9 billion in 2025 to \$28.9 billion by 2030, as companies adopt asset-light strategies, shorter lease terms and more distributed operational footprints. Flexible space is increasingly seen as a tool for rapid expansion without the capital burden of traditional buildouts.

“We expect demand to remain stable but concentrated in

high-quality, well-located assets,” said Kapahi. “Hybrid work is now the norm, meaning tenants will continue to optimize space for flexibility and efficiency rather than expansion.”

This recalibration is influencing not only how much space companies take, but where they take it. Many organizations are reshaping their networks by adopting hub-and-spoke models, maintaining a core headquarters while leasing smaller satellite offices or coworking suites closer to where employees live, according to Ressler. This decentralized model supports distributed teams, reduces commute-related friction and helps companies manage costs more effectively.

Talent competition is another catalyst. Demand for top-tier, amenitized space remains strong across law, finance and tech—industries that continue to pay a premium for environments that attract and retain high-value employees, noted McDonald.

But the strength at the top of the market masks uneven conditions elsewhere. Physical occupancy is expected to improve only gradually, putting pressure on owners to reposition or reinvest in buildings that no longer meet tenant expectations.

“Nationally, we are still around 55 percent of occupancy, with cumulative increases since 2021 around maybe 5 percent,” said Peter Kolaczynski, associate director at Yardi Matrix. “There is simply less of a need for office space, with that number of excess space being as high as 1.5 billion square feet nationally. A few changes that we are seeing: the recognition that there is too much space, and functionally obsolete office space being decommissioned, happening in some places more than others.”

### Strategic priorities shaping the 2026 outlook

As the office market resets around hybrid work, constrained capital and heightened tenant expectations, 2026 is emerging as a year in which strategy—not scale—determines performance. Owners, occupiers and capital providers are entering a cycle that rewards discipline, clear positioning and targeted investment. Across all stakeholders, the mandate is the same: Preserve asset value, enhance competitiveness and accelerate leasing velocity.

For owners, the path forward begins with the asset itself. Buildings that have not seen meaningful upgrades will require capital, and industry leaders warn that a growing “arms race” for quality will continue to define the market. Landlords are refining their positioning around wellness, technology, operational efficiency and flexibility, according to Ressler, with wellness certifications, modern mechanical systems, strong natural light, collaborative lounges and tech-enabled meeting rooms as key differentiators, alongside flexible leasing tools such as spec suites and shorter-term agreements.

“For owners, clarity of plan is everything,” Lang believes.

McCourt Partners’ office tower at Hi Line Square in Dallas, offers 186,000 square feet of modern workspace with hospitality-style amenities, including a lounge and conference center that open



onto a 6,000-square-foot outdoor terrace designed for gathering and dining. *Rendering courtesy of McCourt Partners*

Meanwhile, occupiers continue to hold leverage. With the market still in transition, tenants can lock in high-quality space on favorable terms while structuring leases that support long-term flexibility. Sustainability has also become a driving factor in decision-making. Ressler urges companies to integrate decarbonization goals into site selection and to collaborate with landlords on retrofit strategies that support both ESG mandates and operational performance. Utilization data is increasingly shaping these decisions, enabling occupiers to right-size footprints and design “flexible neighborhoods” that support hybrid work and employee well-being.

Capital providers are recalibrating just as carefully. ESG priorities are rising across the investment landscape, and lenders are emphasizing sustainable assets, retrofit strategies and analytics-driven underwriting. Innovative financing—blending tools such as historic tax credits, LIHTC and green funding—is becoming increasingly important for repositioning aging stock and supporting long-term resilience.

### The road ahead

The office outlook for 2026 points toward a period of growing clarity. Hybrid work is no longer viewed as a disruption but as the baseline operating model, and the market is steadily recalibrating around that reality. Demand is stabilizing at a structurally lower level, yet capital, tenants and developers appear more aligned than ever on what the next generation of office space must deliver. Across expert perspectives, one theme stands out: normalization on new terms.

Ressler expects utilization to stabilize at 55 or 65 percent of pre-2020 norms, with large corporate footprints continuing to contract. McKinsey’s long-term projections—demand down as much as 20 percent in San Francisco and 16 percent in New York—reinforce this trajectory.

At the same time, coworking and flexible workspace is set to expand meaningfully, driven by evolving coworking trends that prioritize agility and tenant convenience. Kolaczynski anticipates coworking’s share to rise sharply, noting that coworking is still only 2.2 percent of office space, yet poised to grow to 8 to 10 percent in the coming years.

“Owners will lean more heavily into coworking and flexible arrangements to fill vacant space,” Kolaczynski believes. “Whether this is an owner partnering with a coworking operator or rebranding specific vacant floors/suites as their individual coworking brand, the need for full-service space with flexible terms and footprints to meet corporate and enterprise tenant needs will become a must have.”

Limited new development will further sharpen the focus on quality. JLL estimates that less than 7 million square feet of new office space will be delivered by year’s end—the lowest total since the global financial crisis—intensifying competition for top-tier, highly amenitized “jewel-box” projects in prime locations.

If 2025 marked the point when the sector stopped falling, 2026 may be the year it begins to rebuild with intention.

“The noise around rates and policy shifts will eventually fade,” Lang said. “What endures is the need for great places to live, work and gather.”

# SAFE ROOFTOP SNOW REMOVAL AT WORK: PROTECTING EMPLOYEES FROM WINTER HAZARDS

With winter now in full swing, businesses must address the challenges of snow accumulation on rooftops. Removing snow is crucial to avoid structural damage and ensure safe operations, as it can pose significant risk to workers if a collapse were to occur. However, rooftop work comes with its own inherent dangers. According to the Occupational Safety and Health Administration (OSHA), falls are the leading cause of fatalities and injuries when removing snow and ice from rooftops.

Rooftop snow removal work can expose personnel to various hazards including:

- Falls from roof edges
- Falls through skylights
- Falls from ladders
- Electrical injuries from contact with overhead wires
- Cold-related issues like frostbite and hypothermia
- Overexertion leading to muscle strains

To prepare for safe snow removal, employers should first assess the roof's structural integrity and load-bearing capacity, and ensure the location of skylights and the roof edge are well marked with flags or by other means. Once that is complete, determine the most effective way to clear snow and ice and apply ice-preventing chemicals, when needed. In most cases, the safest way is from the ground using long-handled tools or draglines. If that is not an option, aerial lifts can generally provide employees safer access to the roof than ladders, especially when there is a significant

accumulation of snow on the ground. Ladders should only be used when absolutely necessary. If a ladder is necessary, use it only to access the roof. Never use tools such as a snow rake or shovel while standing on the ladder; doing so may cause the employee to fall.

When working at heights of four feet or more, OSHA requires that employers provide guardrails, safety nets or personal fall arrest systems. If the roof does not have a tall enough parapet wall or standard guardrail in place, then some other form of fall protection must be used. Employers must ensure that employees are trained on the proper use, care and inspection of fall protection equipment including lanyard, harness, self-retracting lifeline, etc. Additional requirements are found in OSHA 1910.28 and 1926 Subpart M.

Electrical hazards are another concern when clearing off rooftop snow. To minimize the risk of electrocution, maintain at least a 10-foot clearance from power lines, use non-conductive tools and ensure that electrical equipment is grounded.

Cold weather exacerbates the dangers of frostbite and hypothermia. Employers can help by providing warm, layered clothing, encouraging frequent breaks in heated areas and ensuring workers stay hydrated with water or electrolyte drinks. Ensure employees are trained on the signs and symptoms of frostbite, hypothermia and other cold-stress conditions that affect the body.

To help prevent muscle strains, review proper lifting techniques and encourage employees to push the snow rather than use a shovel to lift it. Warm-up stretches prior to starting work can also help prevent muscle strains. Also, if employees use a snow thrower, they should be trained on its proper operation, the correct PPE to use and safe ways to raise and lower the snow thrower to and from the roof.

One final concern is for anyone working on the ground near where the roof is being cleared. Falling snow and ice can pose a serious danger to workers and bystanders below. Best practices include establishing an exclusion zone of at least 10 feet from snow removal areas, using signs and barriers to limit access and requiring hard hats and eye protection for those working nearby.

While rooftop snow removal is necessary, it is important to be aware of the hazards. Employers must engage in careful planning, provide proper training and equipment and adhere to OSHA guidelines to ensure worker safety. Additionally, employees must apply what they have learned to prevent injuries to themselves or fellow workers. By taking these precautions, businesses can protect their employees and reduce winter-related workplace injuries.

If you would like to know more about Sedgwick's safety services or would like to schedule a confidential consultation, please contact Andy Sawan at [andrew.sawan@sedgwick.com](mailto:andrew.sawan@sedgwick.com) or 330-819-4728.

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# NEW REPORT: PROPERTY MANAGEMENT ENTERS A CRITICAL TECH SHIFT

January 2026

Construction, Development, Property Management, Reports, Technology | [milehighcre](#)

**Building Engines**, a JLL company, has released *The State of Property Management Technology, 2026*, a new global research report based on a survey of more than 350 commercial real estate (CRE) professionals conducted in partnership with BOMA International. The findings reveal a pivotal moment for property management: while technology is now essential, many teams are struggling to translate innovation, particularly AI, into everyday operational impact.

The research shows that AI awareness is rising rapidly, with more than 45% of respondents saying they have a good understanding of how AI can support property management—more than double last year’s figure. Yet adoption lags far behind intent: only 28% of property teams have implemented AI in their building operations, despite nearly half planning to invest more in property management software in the coming year.

Tenant satisfaction may be improving on paper, but the day-to-day experience tells a different story. While 41% of property managers believe tenant satisfaction has improved over the past year, tenant comfort issues continue to account for nearly two-thirds of all service requests. More than half of property teams spend five or more hours each week managing tenant communications, most of it via email, creating inefficiencies that strain already-lean teams. The report also highlights a growing disconnect between how satisfied property managers believe tenants are and the experiences of the broader employee population within buildings, underscoring the need for more proactive, technology-enabled tenant engagement tools.

Sustainability is no longer just an ESG initiative, it’s a business imperative. Nearly 60% of respondents rank energy efficiency and expense reduction as their top sustainability priority for 2026, with most teams actively tracking energy and water usage. However, major data gaps remain, including refrigerant tracking, which nearly half of respondents do not monitor at all, posing both regulatory and operational risks.



Industry-specific insights reveal that retail and industrial property managers feel particularly underserved by existing software, with fewer than half confident that today’s tools meet their needs; creating opportunities for purpose-built technology focused on preventive maintenance, capital project management, and tenant experience.

The report concludes that success in 2026 will depend on property teams’ ability to:

- Turn AI’s promise into practical tools that improve daily operations.
- Deliver tenant experiences that match rising expectations.
- Use sustainability data to reduce costs and improve performance.

“Property teams are interested in AI and technology, but many are still unsure how to apply it in ways that actually make their jobs easier. The opportunity in 2026 is to move AI from a concept to a practical tool that solves real, day-to-day challenges,” said Aliza Carpio, director of product management, JLL. “Across nearly a decade of our annual research, one theme remains consistent: property management continues to grow more complex, but teams that pair proven operational fundamentals with smart, focused technology investments are best positioned to succeed.



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**2026 Dayton BOMA Board of Directors**

Mike Croucher, Terry Williams, Jennifer Blair, James Abrams, Phillip Malone, Vickie Vanderhorst, Maureen Bereda and Bob Denny. Not pictured are Emily Griggs and Kimberly Carroll



As is tradition with Dayton BOMA, James Abrams our incoming President, presented Jennifer Blair with a parting gift and our gratitude for her time and effort as our President the past two years. James officially and literally gave Jennifer the “boot”.

**MEMBER HIGHLIGHT**



Bob Denny is the Branch Manager for ASSA ABLOY Entrance Systems, overseeing operations in the Dayton and Cincinnati market. A longtime member of the automatic door industry, Bob has worked in the field for a combined 16 years, beginning his career in 2002 and returning full-time in 2014. He was one of the owners of Modern Entrance Systems until the company was acquired by ASSA ABLOY Entrance Systems in 2024.

Born and raised in Dayton, Ohio, Bob now lives in Beavercreek with his wife, Cait, and their three children—Jacob (11), Caroline (9), and Abigail (6). Married for 15 years, Bob values family time and enjoys being outdoors. Whether hiking, camping, or exploring new places, he appreciates activities that help him connect with nature. He also has a passion for learning about American history.

Bob brings a combination of industry experience, local roots, and a commitment to service that continues to shape his leadership within the automatic door business and the community.

**MEMBER HIGHLIGHT**



Terry Williams has lived and worked in the Dayton area all his life. He currently lives in Butler Township, near the Dayton Airport, with his wife Donna. He has three daughters; Tara who lives in Tipp City, Taylor lives in Columbus and Kala is in California. Terry has one grandson, Lucas (5), who lives in Columbus and a granddaughter, Cassidy (4), who lives in California.

Terry graduated from Vandalia-Butler High School and then went on to graduate from the University of Dayton in 1989 with a bachelor’s degree in education.

He’s been with Environment Control Southwest Ohio for the past 15 years and is currently Vice President of Sales.

Terry has a lot of interest in sports, coaching high school soccer at Vandalia-Butler for 27 years, four with the boys’ program and 23 years with girls’ program.

He enjoys having his kids and grandkids over for cookouts and other fun events on weekends and some evenings. Terry enjoys being close to family and friends.

Go Flyers!!!

**MEMBER HIGHLIGHT**



Seth Overton was born in Erlanger, Kentucky and moved to St. Paris, Ohio at a young age. He’s happily married to his wife, Dori, and proud father of three great kids – Talan, Dylan, and Declan. They enjoy racing dirt bikes, hunting, fishing, golfing, and raising too many animals (Horses, goats, donkey, chickens....) on their small farm outside of St. Paris, Ohio.

He’s been in the HVAC trade since high school, starting out as a technician and spending roughly 10 years in the field before transitioning into business development. Seth is currently with Perfection Group in Dayton, where he helps support commercial and industrial facility teams with cost-effective HVAC solutions. This is his second year in BOMA and looks forward to continuing to build relationships and participate in events and monthly meetings.

## BIPARTISAN SUPPORT SECURES CRITICAL FUNDING FOR ENERGY EFFICIENCY

The Building Owners and Managers Association (BOMA) applauds Congress for authorizing and funding the ENERGY STAR program at \$33 million for fiscal year 2026. This vital program continues to play a pivotal role in the commercial real estate industry and the broader economy by helping building owners and operators measure and optimize energy performance, reduce operating costs, and enhance asset attractiveness to tenants.

The House of Representatives passed the measure on January 8, followed by Senate approval as part of a three-bill mini-bus on January 15.

BOMA strongly supported the effort to convince Congress to fund the Energy Star program by directly lobbying Members of Congress, supporting coalition efforts with CRE interests, and engaging BOMA's members which resulted in nearly 900 letters being sent to Congress championing Energy Star. In addition, BOMA President and COO Mary Lue Peck and Vice President of Advocacy and Codes John Boling met with Rep. Mike Simpson (R-ID), chairman of the appropriations subcommittee overseeing EPA funding, to emphasize the program's importance. Peck stated, "More than 250,000 buildings across America rely on the Energy Star portfolio manager program to help monitor energy use, comply with local regulations, and save money for their tenants, so yes, we are 100% invested in the program."

Peck continued, "Chairman Mike Simpson's efforts to fund this important program were remarkable in successfully navigating a complex political environment. When most other programs were being cut, Simpson's efforts in the House, combined with the leadership Senate Appropriations Chairwoman, Susan Collins (R-ME), moved the program out of politically perilous waters onto solid ground. Collins and Simpson are true champions of the program."

### ENERGY STAR: The Trusted Industry Standard

- **Significant Savings:** In 2024 alone, ENERGY STAR saved 230 billion kilowatt-hours of electricity and avoided \$14 billion in energy costs.
- **Widespread Adoption:** More than 330,000 buildings—representing nearly 25% of U.S. commercial floor space—used Portfolio Manager last year.
- **Market Signal:** ENERGY STAR certification signals lower utility bills and higher quality for customers, investors, and tenants.
- **Policy Backbone:** Dozens of state and local governments rely on ENERGY STAR data for benchmarking, disclosure, and Building Performance Standards, reducing regulatory fragmentation.
- **Comprehensive Metrics:** Portfolio Manager provides nationally recognized performance metrics for energy, water, emissions, and waste, enabling owners and managers to benchmark and improve sustainability.

BOMA remains committed to advancing energy efficiency and sustainability across the commercial real estate sector.



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## MAINTAINING ORGANIZATIONAL EXCELLENCE

### Reduce **TURNOVER**

Research shows that as the labor market tightens — and the shelf life of skills shrinks — employees not only value education as a benefit, they are more likely to stay when they receive it.

- Society for Human Resource Management (SHRM)

### Remain **COMPETITIVE**

Organizations are competing not only for market share but also for employees. Employees want to work for an employer that will upgrade their skills to keep them competitive with peers from other companies.

## SURVEY SAYS...

93%

93% of employees say they would stay at a company longer if it invested in furthering their careers.

-LinkedIn Workforce Learning Report

TOP 5

Millennials rank both earning a certificate and courses/programs in the TOP 5 of what's helped them so far (and would be most helpful in the future).

-Bauman Research & Consulting/ Knapp & Associates International

#1

Inadequate career development is the leading reason people leave their jobs, with 21 percent of those interviewed citing it as the driving factor.

- The Work Institute

## WE CAN HELP

BOMI, along with our network of BOMA Locals, offers courses, certificates, and designations to maintain your organizational excellence. Our qualified instructors teach BOMI's world-renowned professional educational programs, ensuring property and facility professionals have the critical knowledge and skills needed for personal and organizational success.