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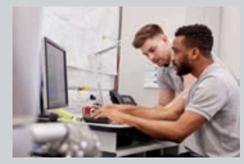
Top Industry Jobs in Q2 2019 *Page 10*



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Phoenix Metro Housing Keeps Pace With New Job Growth

CHRIS SALVIATI

A new report shows that approved housing construction and development nationally remains 38 percent below its pre-recession peak, according to Apartment List. Stagnant single-family home construction and a select group of coastal markets are to blame.

Smaller metros and booming multifamily construction, on the other hand, are picking up the slack.

Housing construction in Phoenix analysis

• An average of 4.2 new housing units per 1,000 residents was permitted in Phoenix from 2008 to 2018. The rate of permitting activity ranks #14 among the nation's 50 largest metros.

• Over the same period, Phoenix added 5.1 jobs per 1,000 residents, ranking #21. This implies that 1.2 jobs were added for every new housing unit in the metro, a level that indicates a balance between supply and demand for new housing.

• Since 2006, multifamily units have accounted for 27 percent of housing permits in Phoenix, compared to 18 percent in the pre-recession period from 1990-2005. Nationally, the multifamily permit share increased from 23.4 percent in the pre-recession period to 33.9 percent in more recent years.

Single-family construction lags while multifamily has rebounded

Apartment List economist Chris Salviati writes in the report that housing affordability has emerged as a key issue in

See 'Phoenix' on Page 8

Phoenix Rents Increase 20 Straight Months

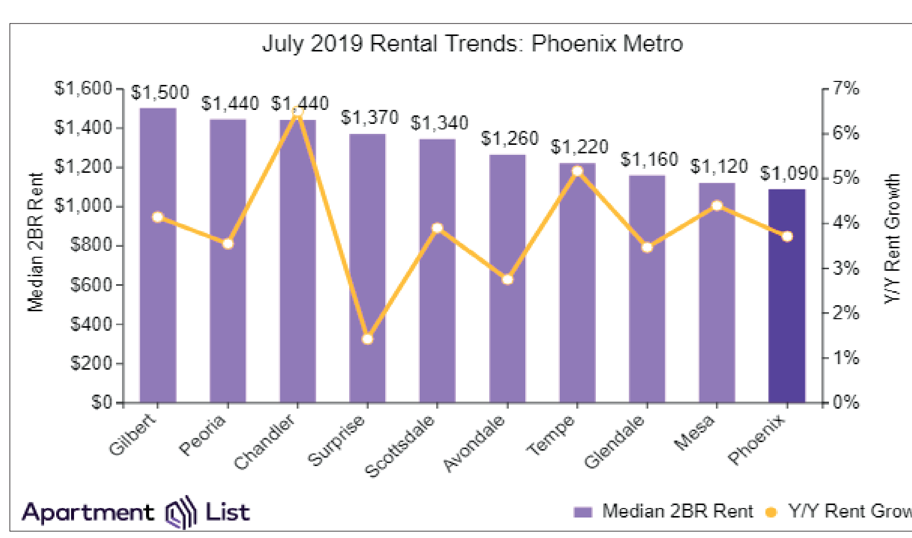
APARTMENT LIST

Phoenix rents have been increasing for 20 straight months – the last time rents declined was in November 2017 – as rents increased again in July, according to a report from Apartment List.

Phoenix rents have increased 0.3 percent over the past month, and are up moderately by 3.7 percent in comparison to the same time last year. Currently, median rents in Phoenix stand at $871 for a one-bedroom apartment and $1,085 for a two-bedroom.

Phoenix's year-over-year rent growth leads the state average of 3.4 percent, as well as the national average of 1.6 percent.

Chandler leads rent growth in the Phoenix Metropolitan area with 6.5 percent increase over the past year.



Throughout the past year, rent increases have been occurring not just in the city of Phoenix, but across the entire metro. Of the largest 10 cities that Apartment List

See 'Rents' on Page 9

Need Help With Your Clogged Drains?

KEEPE

Recently, Keepe has been getting many jobs for clogged drains; these situations are never ideal for anyone. To help you when you encounter such issues, here are some tips from our maintenance crew.

Consider this scenario: Your tenants are trying to take a shower and the water keeps coming up on their feet (or even higher).

If you are dealing with a lot of standing water, the drain is probably clogged and fixing tenant drain clogs is something you should address as soon as possible.

Standing water for long periods of time can lead to more problems for you. Depending on the severity of your drain's clog, you might be dealing with standing water sitting in your tub for

See 'Clogged' on Page 4

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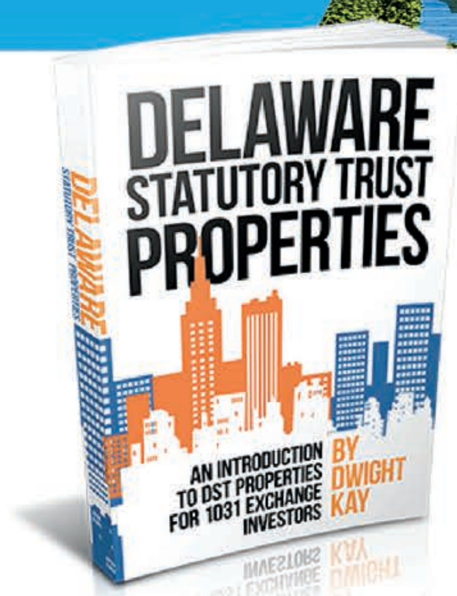

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Triple Net Properties and Delaware Statutory Trusts

By Sebastian Moya
Associate - Kay Properties and Investments, LLC

The Great Recession probably resulted in a seismic shift in many real estate investors' risk profiles. In 2007, the primary investment strategy was aimed at residential properties with large amounts of market speculation. These properties were largely financed with debt and when the market collapsed … well, we all know the story.

In 2019, we are experiencing a 1) very peaky market with 2) compressed cap rates on residential properties 3) throughout secondary markets that are assigned values relative to 4) large growth in that market. This all sounds a little too familiar.

There is no need to be Chicken Little in this market, as the imminent correction (and it IS imminent) will probably not strike investors as starkly as it did in 2008. Multifamily and single-family homes can be worthwhile investments with the right placement of capital. However, there are lessons to be learned about other investment strategies that were pervasive in the years following the recent economic downturn.

Many investors who held onto their real estate or invested in the price-trough from 2008 until now are considering what to do with their properties, giveb the price peak we are currently experiencing. It is an excellent time to sell, but with cap rate compression across the board it is a difficult time to find the right placement of capital. Investors who are looking for lucrative IRRs may go toward the residential route, which is fair but potentially risky. Other investors who want to weather the ensuing market slowdown have looked toward a less speculative route. Triple Net properties have skyrocketed in the last 10 years as a result of this investor desire

TRIPLE NET LEASED PROPERTY

A piece of property that is usually being leased by a single tenant (i.e., single-tenant net-leased or STNL). The building on that property is typically built to their needs and business model. The tenant typically has contractual obligations in their lease to make monthly rent payments to the property owner over the life of the lease. Higher quality tenants would usually be of a high credit grade, large in scale, and/or are financially robust in a way that will assure they pay their rent consistently.

WHY WOULD A COMPANY DO THIS?

In an effort for companies to reduce the amount of liabilities on their balance sheet, they choose not to purchase the real estate on which they conduct business. Instead, the companies decide to rent it from real investors who own said properties.

WHAT DOES TRIPLE NET MEAN?

"Net" helps describes the responsibilities attributed to either the tenant or the landlord. A "Single Net" lease hands over more costs and responsibilities to the landlord in exchange for higher rent. The rent may be higher in a Single Net, but the costs vary much more and affect cash flow.

"Triple Net" is a type of lease structure wherein little to no responsibilities are given to the landlord and the variable costs of the property (taxes, insurance, maintenance, etc.) are handled by the tenant. Triple Net properties have emerged as a pervasive investment strategy over the last decade for many reasons.

CONSISTENT CASH FLOW

The lease structure described for NNN properties should allow for dependable cash flow that passes through to investors on a monthly basis. These cash distributions are effective income, and yours to keep. There are little to no costs that bite into your bottom line. This is ideal for the retirement or passive income profile investor.

LEASE GUARANTEES

More often than not, the tenant will guarantee payment of rent throughout an established period of time. A typical rent period exists between seven and 15 years. In shorter leases, tenants will incentivize investors with "rent bumps" that could increase their net operating income by 1%-2% each year. If a tenant vacates the building, or "goes dark," they would be liable to pay the remaining term. The tenants have varying degrees of credit quality as ranked by the large ratings agencies or backed by large franchisees. This is not a total guarantee, however. Any business can go bankrupt or fail to meet its obligations for any number of reasons. It is important to understand your tenants' profile and backing before entering into a contract with them. Triple Net Properties provide the opportunity to invest money into real estate and benefit from potential appreciation on property, while playing it relatively safe with a consistent cash flow from their asset. But at the end of the day, this is still real estate we are talking about. There are many risks and obstacles that investors should be wary about.

INFLATION RISK

Triple Net buildings can act as a sort of "one-trick pony." You know what you are getting for how long and how much, but your property could end up being stagnant in cash flow or relative value. The longer the lease that is negotiated with a tenant, the less they are willing to pay. This means the likelihood of "rent bumps" goes down or does not exist. You are effectively trading a longer "guaranteed" income for less cash to your bottom line. If inflation increases on average 1% a year, then without significant cash flow escalations you may be losing money on your cash investment. This is why it is important to analyze a lease structure when you are looking for a tenant and negotiate rents and lease terms appropriately.

TENANT RISK

Although a tenant may be guaranteed on the lease, there is always the possibility that they default on their payments or go dark. If they default on their payments this is really the worst-case scenario. Your cash flow stops completely, and the value of your building potentially decreases immensely. With Triple Net leases, the value is inherently tied to the tenant filling the property and paying rent. The cash flow is what would entice potential investors to buy the property from you. Even if the building goes dark and cash flows are rolling in, there is no exit strategy when the lease terminates. Again, the building's value is inherently tied to the tenant that provides cash flow to it.

RE-TENANT RISK

The leases on these properties are structured for extensions, or "options." This means tenants can exercise a clause in the lease that would add more time to their rental period. However, this usually involves a lot of negotiation with a large company that has many units across the country. Since your property value is tied to the tenant, and the tenant knows this all too well, they will try to strong-arm you into paying tenant improvements or adjusting the lease to their benefit. If you don't play ball, there is a chance they will relocate or simply vacate upon termination of the lease. In reality, a lot of these large companies don't care to negotiate at all and may move before the lease is up. Then it is potentially the job of the investor to commit capital toward finding a new tenant through brokerage, advertising, attorney fees when negotiating the lease, and other costs.

OPERATIONS

Although this property is a relatively cost-free venture, you are still in charge of managing the property. If there is a power outage, you are in charge of finding a solution. If it hails, you may have to repair the roof. The tenant might reimburse you for the costs, but ultimately it is the investor's obligation to take care of the building. Those looking for a completely hands-off investment may be turned off by this.

INVESTMENT RISK

The ultimate risk in investing in Triple Net properties is that you are investing in a venture that costs hundreds of thousands of dollars, if not millions, into one investment. As any person who has remote financial knowledge will tell you, diversification is key when investing. Putting all your eggs in one basket is scary. It is a large risk in any real estate venture, but with Triple Net properties it is nonetheless a substantial factor to recognize.

So, there are many ways to look at Triple Net properties. The benefits are unique to most real estate assets. The risks are also diverse and require astute attention when considering them as an investment opportunity. It seems that the risks can outweigh the benefits in many ways. How would someone who is looking to exercise passive investments mitigate the risks mentioned above. Let's talk about Delaware Statutory Trusts. The tools that a Delaware Statutory Trust can give you to smooth out some of the obstacles you would encounter when investing in triple net properties while emphasizing the positive points.

DELAWARE STATUTORY TRUST (DST)

DSTs are a financial structure that allows for investors who are looking to invest in real estate to diversify their opportunities into different properties. It is a shared ownership structure wherein an investor puts in a piece of capital for a property instead of the entire backing. DSTs are passive investments, which means that all management responsibilities are removed from investors and income is passed through. This is meant to be a refresher on DSTs and if you are interested in learning more we recommend you visit our website, www.kpi1031.com, or speak to one of our representatives.

In a DST structure, your eggs are not all in one basket. Chunks of capital can be distributed to different assets. Amongst the types of properties that can utilized in this structure are Triple Net properties. There are several advantages to investing in Triple Nets through DSTs that help absorb some of the risks you may encounter when investing in one on your own.

An important concept to understand when it comes to DSTs are their sponsor companies. Sponsor companies are the entities that underwrite, acquire, and manage properties for investors. These large entities manage billions of dollars in real estate and have years of experience under their belt that help investors make educated DST investments. They are a huge advantage when it comes to investing.

NEGOTIATION

One of the primary ways to mitigate risks when investing in Triple Net properties is the way in which the lease between the tenant and the investor is negotiated. In a situation wherein an investor is investing in a property on their own or perhaps in a small group of investors (such as an LLC or LP), negotiating a lease will be difficult. Large tenants that are creditworthy and therefore increase the value of a potential property also have more negotiating leverage. These large companies negotiate leases all the time in ways that may affect rent bumps, which means an investor could be exposed to inflation risks. The tenant improvements they require in order to stay, or their capacity to leave overnight, are also pieces of a lease that can be negotiated and need to be considered. DST properties are managed and negotiated by sponsor companies that have years of experience and immense deal flow that allows them to get more at the negotiating table than the average investor could.

OPERATIONS

In a DST structure, investors will experience a more realized passive investment. Instead of worrying about management of the property or fretting about tenant demands, sponsor companies take care of all operations and management concerns. Investors are given monthly or quarterly updates about any changes to the properties, but there are no hands-on requirements asked of anyone participating in a DST.

DIVERSIFICATION

Of the benefits offered by DSTs, arguably the most helpful is the diversification that they can provide. When you are investing into DSTs, it is possible to split a chunk of capital into pieces and distribute said capital amongst several properties. For example, you can invest $100,000 in a FedEx property in Seattle, and $300,000 in a Triple Net Walgreens in Phoenix. The point is that you are not placing all of your capital into one place. If your property in Seattle "goes dark," for some reason, you are not at a total loss because you still have your investment in Phoenix. Hedging your investment and receiving a blended return on those investments protects you from more risks. This is especially useful in Triple Net properties where tenants can be finicky. Protecting yourself from risk is something rarely afforded in the world of real estate.

Through DSTs, the benefits of Triple Net properties are realized while spreading the risks through negotiation, operation, and diversification advantages. At the end of the day, we are talking about real estate. Any property can have a bad run or sail smoothly throughout an ownership period. Anyone interested in DSTS should consult their CPA or attorney about their specific situation. DSTs are not for everyone, but they can provide an alternative way to invest in Triple Net properties if that is your interest.

About Kay Properties and Investments, LLC:

Kay Properties and Investments, LLC is a national Delaware Statutory Trust (DST) investment firm with offices in Los Angeles, San Diego, San Francisco, Seattle, New York City and Washington, D.C. Kay Properties team members collectively have over 114 years of real estate experience, are licensed in all 50 states, and have participated in over $7 billion of DST real estate. Our clients have the ability to participate in private, exclusively available, DST properties as well as those presented to the wider DST marketplace, with the exception of those that fail our due-diligence process. To learn more about Kay Properties please visit www.kpi1031.com.

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Clogged Drains are Never Ideal for Tenant or Landlord

5 Tips to Help With Fixing Clogs

1. Use a drain claw to help grab hair or anything else that may be blocking the drain.
2. Pour dishwashing liquid and hot water down to clean drains.
3. Invest in a drain wig to help prevent hair clogs.
4. Use granular drain and trap cleaner to help prevent food or grease-based clogs.
5. To help prevent future clogs, regularly fill the tub or sink with hot water and let it drain. This helps flush away small levels of debris before they can become a bigger problem.

Continued from Page 1

hours or even days. Insects tend to breed in standing water; mainly mosquitoes, flies, and dragonflies, and they'll be a nuisance if allowed to reach adult form and continue to breed. These insects can also carry diseases that can harm your family or your pets. Standing water also causes mold and mildew to form; this is a breathing hazard for anyone in the home.

To get rid of nasty clogs, try using baking soda and vinegar. Mix 1/3 of a cup of baking soda with 1/3 of a cup of vinegar in a measuring cup. It will fizz immediately; pour it down the clogged drain right away. The fizzing action will help to remove the gunk, hair, and grime that has built up in the pipe. Let it sit for an hour, or even overnight if you can. Flush with hot water to melt whatever is clogging your drain away.

Keepe is an on-demand maintenance solution for property managers and independent landlords, making hundreds of independent contractors and handymen/women available at rental properties. Keepe is available in the Greater Seattle area, Greater Phoenix area, San Francisco Bay area, and Portland area, and is still expanding. Learn more at http://www.keepe.com.

561-unit Phoenix Apartment Complex Sells For $56.7M

Rental Housing Journal

Solano Ridge I and Solano Ridge II Apartments, a 561-unit multifamily housing community located near 35th Avenue and Northern in Phoenix, sold in July for a combined price of $56.7 million.

The complex was purchased in December 2016 by 3rd Ave Investments of Phoenix for $35.95 million. Over the last 30 months, 3rd Ave Investments invested $2.5 million into the property to upgrade the apartments, clubhouse and common areas. The NorthMarq Phoenix team of Trevor Koskovich, Bill Hahn, and Jesse Hudson represented both the seller and the buyer, Intercapital Partners of Chicago, in this transaction.

"Solano Ridge was a unique investment for the buyers to acquire two properties and significant economies of scale," said Koskovich."The seller deployed capital into the common areas and amenities but left (an) upside for new investors via interior renovations and in-unit washer/dryer installation."

Built in 1982, the apartment communities feature studio, one- and two-bedroom apartments, along with three swimming pools, a dog park and upgraded outdoor living spaces. Solano Ridge is in close proximity to major employment hubs, retail centers, and universities.

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What if Tenant Says ‘No’ to Showing Property?

Dear Landlord Hank: Have you made an inquiry into the new Oregon Rent Control? My question is a tenant has lived in a place 12 years and the landlord wants to sell and gave the tenant a 90-day notice but now the tenant does not want the property shown. I realize there is a 24-hour notice law that has to be done in writing. But what if the tenant says NO??? Would the landlord then give a 30-day eviction notice? Failure to comply with rental documents? I have not seen the rental documents to know what if sale or for rent clause. I am a real estate broker asking for the tenant. Thank you. **— Karen**

Dear Karen: Yes, I read about Oregon’s statewide rent control and limiting rent increase to 7% per year + inflation.

Is there a current lease in place?

What does the lease stipulate about showings?

Many leases allow the unit to be shown at any time, with notice to the tenant. So if the tenant refuses to allow entry, the tenant is violating the lease.

Best to consult an attorney, in your area, conversant with landlord-tenant law.

***

Dear Landlord Hank: My tenant gave notice that they are ending the lease four months early. I know I can charge for expenses to rent the property again and any months it’s not rented, but I manage it myself so there are not any real expenses. Only my time and energy and I have already found a new tenant so there is only a few days of missed rent. However, I would like to charge a “breaking-the-lease fee” for my time and the inconvenience. How much can I charge if the lease doesn’t specifically say how much a charge would be for breaking the lease? The house is in Peoria, Arizona, and I’m thinking of just charging the security deposit as the fee. Thanks for your help! **— Mike**

Dear Landlord Mike: I’m not able to give legal advice, so please don’t construe this as such.

Does your lease address default? Usually there is a paragraph devoted to this issue, since it happens frequently.

Some leases indicate that if the tenant doesn’t fulfill the lease, the owner is entitled to the deposit.

Other leases indicate the deposit is for damage only and any unpaid rent, future rent, attorney fees, etc.

Sounds like you have a few days rent coming to you, for sure. I know you feel like the tenant owes you something for breaking the lease, but it sounds like you haven’t really lost anything, other than a few days’ rent.

If the tenant were to take you to court over the security deposit, and it comes to light that your only real claim of loss is a few days’ rent, you could potentially owe the tenant for legal fees and at least the entire deposit. (I don’t know Arizona state law).

I’d consider myself very lucky to have been able to re-rent almost immediately, and give the tenant an official accounting of the few days deduction of rent from the deposit, and refund the balance by certified mail, in the time frame you have to work in.

You may want to amend your next lease to address this issue.

***

Dear Landlord Hank: Should tenants tell you when they go on vacation? Do you require it? Do you worry about your rentals being vacant for a couple of weeks? **— Landlord Will**

Dear Landlord Will: I let my tenants know when they move into a property, that they are responsible for the unit as if it were their own personal home. And, they have to be smart about living in the property.

They have been shown where the main water cut off is to the property. If they are going to be away for any length of time, they have been instructed to turn this off.

If you live in a cold climate and it’s winter, hopefully you would have instructed them on avoiding freezing water pipes.

I let my tenants know that the air conditioner must be on in the summer time whether they are in residence or not, to avoid mold/mildew growth. That is in the lease too.

Also, make sure your home owners’ insurance is up to date and fully covers your property.

I also strongly suggest tenants get “renter insurance” and it is strongly suggested in my lease, too.

I don’t ask tenants to tell me they are going on vacation and I don’t worry about it. I’ve never had a problem related to this situation.

If you feel uneasy about your current tenants, talk to them and tell they you’d like to know if they are leaving for vacation so you can keep an eye on “their place” to make sure all is well in their absence.

***

Dear Landlord Hank: With the current water restriction in Los Angeles how do I motivate my tenants to conserve water when I’m paying the bill? **— Landlady Lynn**

Dear Landlady Lynn: You can’t use economics to have tenants conserve since your wallet will be the one suffering from high water usage.

I’m assuming you have one water meter that handles every unit at your property?

What I’ve done at my properties where I have only one water meter for many units is to determine the highest bill, divide by the number of units and all NEW tenants are now going to be paying for the water.

You can’t change your current rental agreement but you could talk to tenants and make sure they are aware of the water crisis, also make sure you have no leaks anywhere.

You could also install conserving shower heads and toilets.

Make sure all new tenants, per your lease, know they are paying for water based upon consumption if you think the rate is likely to increase.

About Landlord Hank: “I started in real estate as a child watching my father take care of our family rentals- maintenance, tenant relations, etc. in small town Ohio. As I grew, I was occasionally Dad’s assistant. In the mid-90s I decided to get into the rental business on my own, as a side-line. In 2001, I retired from my profession and only managed my own investments, for the next 10 years. Six years ago, my sister, working as a rental agent/property manager in Sarasota, Florida convinced me to try the Florida lifestyle. I gave it a try and never looked back. A few years ago, we started our own real estate brokerage. We focus on property management and leasing. I continue to manage my real estate portfolio here in Florida and Atlanta. Visit Hank’s website: https://rentsrq.com

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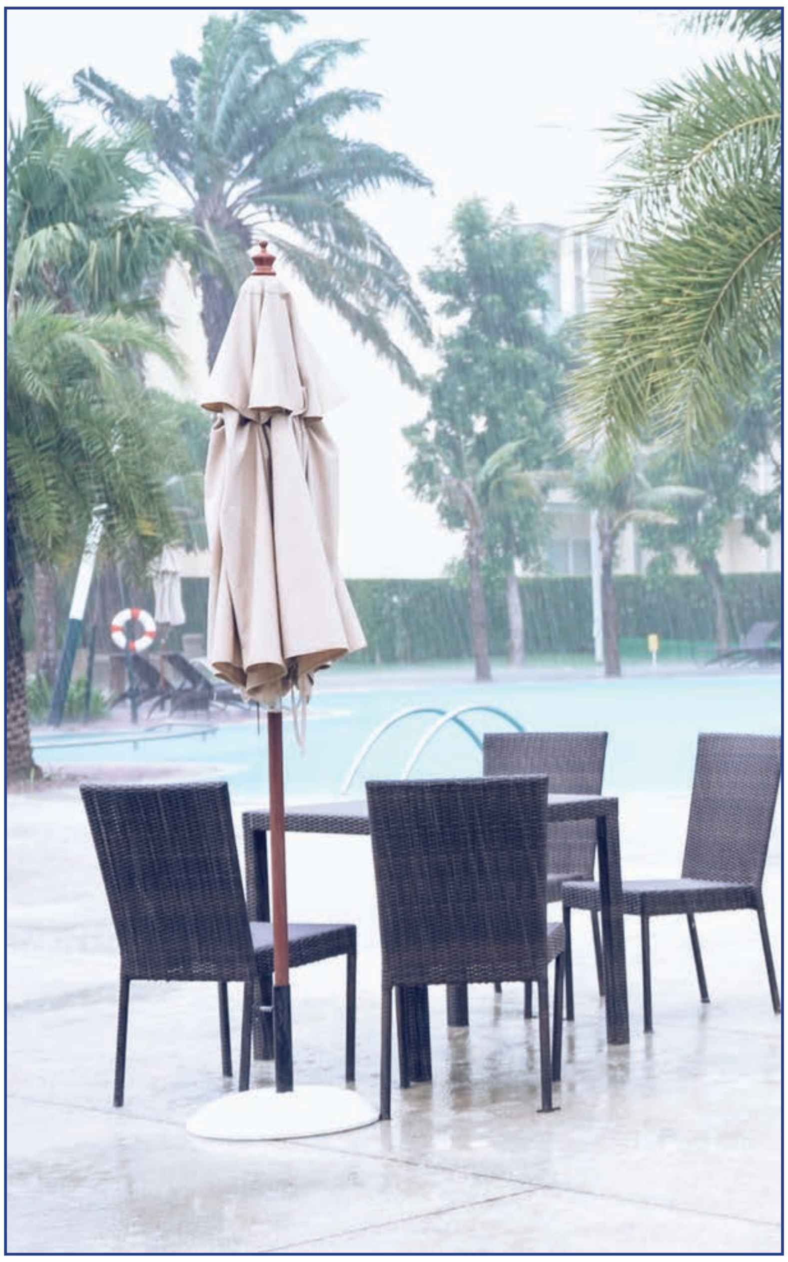

Arizona's monsoon season is back! 65+ mph winds, dust and rain will wreak havoc on your pool furniture and umbrellas.

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- Remember to close and securely fasten all umbrellas in their bases.
- Loose pillows and cushions should be stored.
- Outdoor rugs should be held down with furniture.
- Watch those tippy planters that may be too lightweight for the plants they are holding.
- Remember to clean all waste receptacles before the wind hits.
- Curtains on cabanas should be tied back, allowing the wind to blow through the pavilion or cabana structure.

Follow these easy tips to avoid unnecessary damage.

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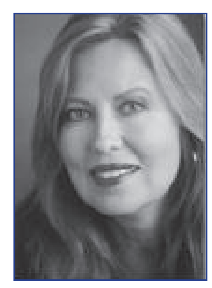

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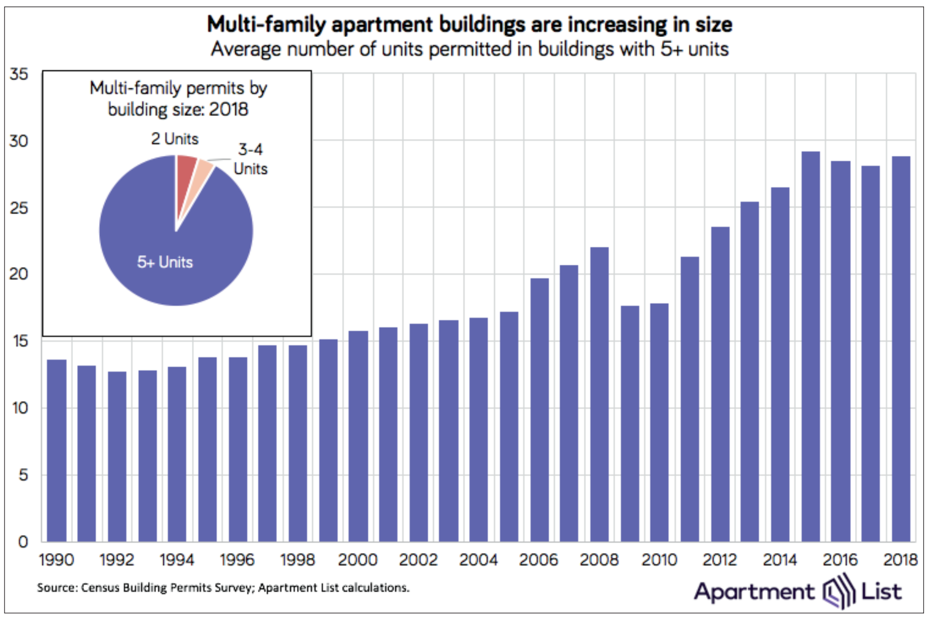
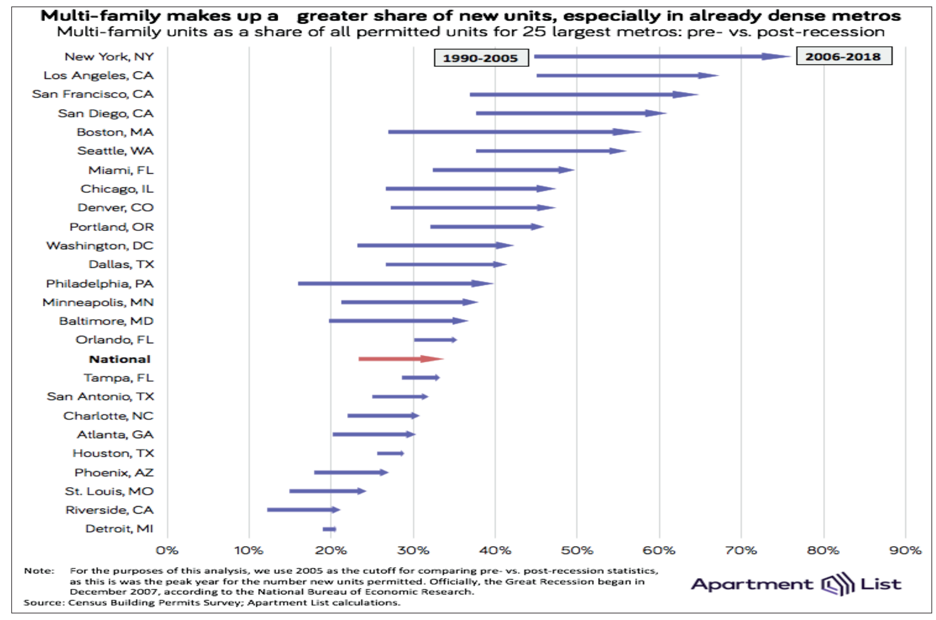




Phoenix Metro Housing Keeps Pace with New Job Growth

Continued from Page 1

national politics, as millions of American households struggle with their housing costs. That said, housing and labor markets are inherently local, and distinct trends are playing out in different regions of the county.

In many of the nation's largest coastal metros, acute housing shortages have led to rapid increases in housing costs. However, many smaller metros are actually adding more than enough new housing to keep pace with job growth, indicating that affordability issues in these regions may be driven more by a lack of well-paid jobs than by a shortage of housing.

"In order to better understand these issues, we analyzed data from the Census and Bureau of Labor Statistics to better understand how much new housing is being built and where. We study how that new housing supply lines up with job growth for counties and metro areas across the U.S., and discuss how these findings fit within the broader conversation around housing affordability across America," Salviati writes in the report here.

In the recovery years that followed, multi-family housing construction rebounded fairly quickly, driven by a trend toward urbanization that increased demand for housing in and around city centers. The number of multi-family units permitted surpassed its pre-recession peak in 2015 and has since maintained that pace.

Meanwhile, construction of single-family homes has recovered much more slowly — the number of single-family housing units permitted in 2018 was barely half the number permitted in 2005. Consequently, multifamily units have made up a much greater share of new housing in the post-recession period. From 1990 to 2005, multi-family units made up 23.4 percent of all residential building permits issued, while from 2006 to 2018, that share increased to 33.9 percent.

Despite the boom in apartment construction, multi-family housing has not been able to fully compensate for the lack of new single-family construction. The total number of residential housing units permitted in 2018 was roughly the same as the number permitted in 1994, when the country's population was 20 percent less than it is today. While multi-family housing may be better suited to meet the demand for walkable, transit-oriented neighborhoods, local zoning codes severely limit the locations where multi-family housing can be built. Consequently, the slowdown in single-family construction has contributed to a tightening of starter home inventory, which may be preventing some prospective millennial homebuyers from purchasing homes.

Multifamily share up where it was already high

The increase in the share of residential building permits comprised of multifamily units is a trend that holds true not just at the national level, but in each of the nation's 25 largest metro areas.

While the multifamily category made up a greater share of new housing in all of the 25 largest metros, the size of the increase varies dramatically. The biggest jumps in the multifamily share have occurred in the nation's densest metros, places that had already been building a significant amount of multifamily. The New York City metro experienced the biggest jump. In the pre-recession years from 1990 to 2005, multi-family comprised 44.8 percent of all building permits issued in the New York City metro — then the second-highest share among the 25 largest metros. In the mostly post-recession years from 2006 to 2018, that share spiked to 76.3.

"We see similarly large increases in other dense coastal metros, with Boston, San Francisco, Philadelphia, and San Diego rounding out the top five list for metros with the largest increases in the multifamily permit share. Notably, Philadelphia is the only metro among those five that has built enough new housing over the past decade to keep pace with job growth, according to our jobs-per-permit metric, and as a result has seen relative stability in their housing market," Salviati writes in the report.

Phoenix new construction is keeping pace with jobs

There is a subset of metro areas that are thriving economically and building sufficient new housing to keep pace with job growth.

This group is primarily comprised of Sun Belt metros such as Phoenix, Dallas, Atlanta, and Charlotte. Notably, single-family is still the dominant type of new housing being built in these metros, and while the multifamily share is on the rise in these regions, the increases are much more muted than those observed in the dense coastal metros discussed above.

In Phoenix, for example, single-family accounted for nearly three-in-four new housing units permitted from 2006 to 2018. It seems that the metros most effectively meeting the demand for new housing are still primarily doing so by continuing to sprawl, despite an increasing demand for dense, walkable neighborhoods that prioritize sustainability.

These disparate patterns of residential development are playing out at a time when single-family housing has begun to face unprecedented criticism from both housing experts and policy makers. For the latter half of the 20th century, suburban single-family homes were synonymous with the popular understanding of the "American Dream."

In recent years, however, a more nuanced view has emerged, which acknowledges that single-family zoning policies were often inextricably linked to redlining practices that served to explicitly enforce patterns of residential racial segregation. Single-family zoning also impedes the development of dense multifamily housing units, which can be an important source of market-rate affordable housing. Furthermore, denser cities are significantly more sustainable, and growing our cities with more dense development can play an important role in combating climate change.

Consequently, policy makers across the country are making efforts to enable multifamily development in areas that were previously reserved for single-family homes.

In 2018, an ambitious set of zoning reforms known as Minneapolis 2040 upzoned half of that city's land in a way that aims to explicitly address patterns of racial and economic inequality. The city of Seattle also recently eliminated single-family zoning in a subset of its neighborhoods, and a statewide upzoning bill in Oregon has passed. In California, where the housing shortage is most acute, the upzoning bill SB 50 is currently stalled in the state senate, awaiting a vote next year.

Many of the zoning reforms described above strive to remove barriers to building a type of housing that has been referred to as the "missing middle."

This type of housing — two- to four-unit buildings, accessory dwelling units, townhouses, and low-rise apartment buildings — can play an important role in increasing density and creating walkable neighborhoods, without affecting neighborhood character is the same way as mid- and high-rise apartment buildings. Despite the benefits of this type of housing, the multifamily housing that has been built in recent years increasingly takes the form of large apartment complexes.

Multifamily apartment buildings increasing in size

We find that two- to four-unit properties made up just 3.0 percent of all housing units permitted in 2018 (see graphic above left). That share has been on a downward trajectory since 1990, when duplexes, triplexes, and fourplexes comprised 4.9 percent of residential permits. Two- to four-unit properties account for 8.0 percent of the nation's total housing stock, indicating that this type of construction was far more prevalent in the past. Meanwhile, buildings with five or more units accounted for 91.6 percent of multifamily units permitted in 2018, and the average size of these properties has been steadily increasing. In 1990, the average number of units in buildings with five or more units was 13.6, but by 2018 that average building size more than doubled to 28.7.

While these large multifamily developments are an important form of new housing supply, they are usually confined to locations in and around the downtown areas of major cities.

Due to high construction costs — for land, labor, materials, and regulatory costs — developers build larger properties at luxury price points in order to achieve economies of scale and ensure that projects prove profitable. Zoning reform can remove bureaucratic hurdles to allow denser development in varying forms throughout a metro area.

Conclusion

"As millions of Americans struggle with housing costs, the issue has come to take center stage in both national and local politics. A number of 2020 Democratic frontrunners have issued policy platforms that address housing affordability, while cities and states across the country have begun to debate and enact fundamental reforms to their zoning codes," Salviati writes.

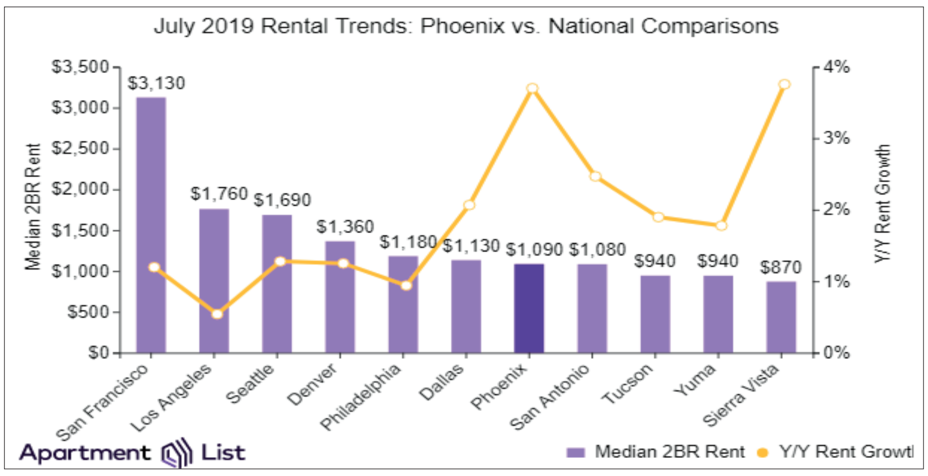
"Much of this debate has centered on the need for dense, transit-oriented development in our nation's cities. Dense housing plays an important role in maintaining inclusive housing affordability and cities developed in this manner are also significantly more environmentally sustainable.

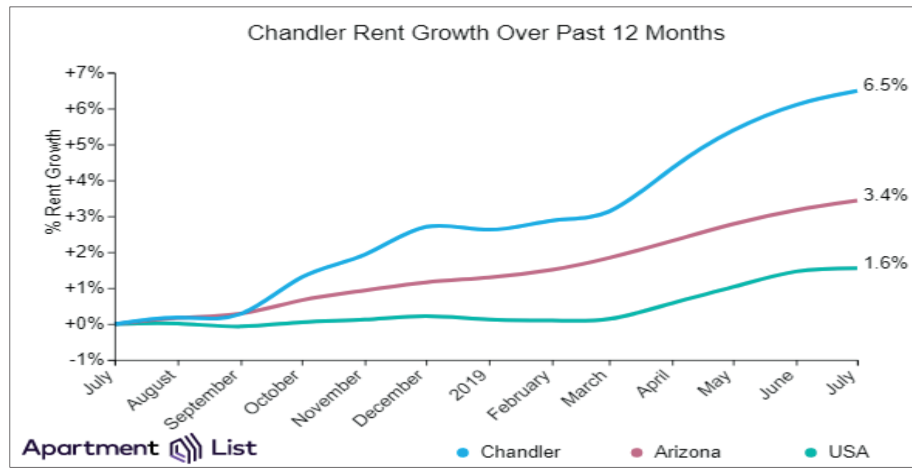
"While we find that proportionally more multifamily housing has been built in recent years, the metros where it is most prevalent tend to be the coastal superstar cities that have struggled to build enough new housing overall.

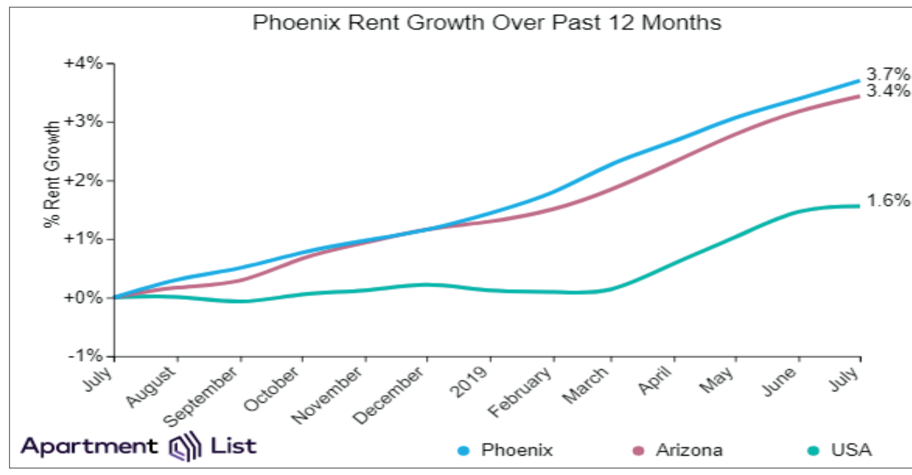
"Meanwhile, fast-growing Sun Belt metros have continued to rely on single-family homes to maintain sufficient housing supply. These contrasting trends emphasize that decisions around what type of housing gets built and where are crucial to determining the future of America's cities," Salviati says in the report.

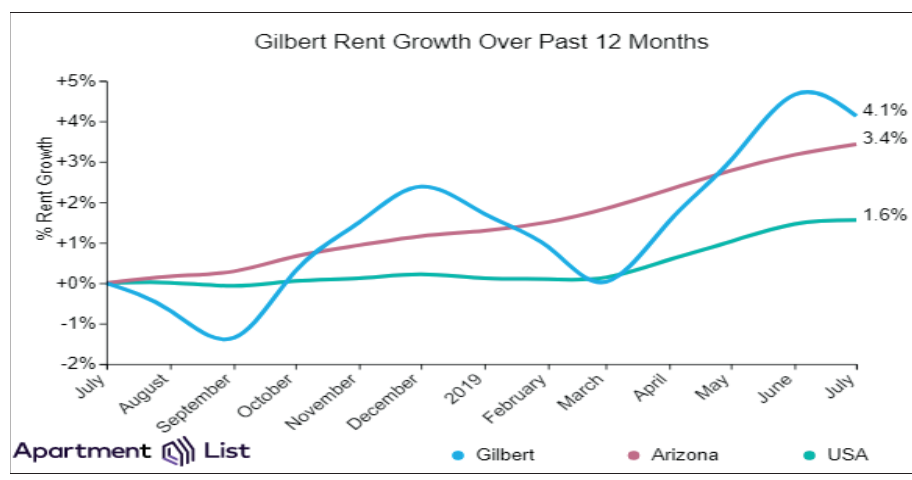
Chris Salviati is a housing economist at Apartment List, where he conducts research on economic trends in the housing market. Chris previously worked as a research assistant at the Federal Reserve and an economic consultant, and he has BA and MA degrees in economics from Boston University.

Rents in Phoenix Increase 20 Straight Months









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has data for in the Phoenix metro, all of them have seen prices rise.

A look at how rents compare across some of the largest cities in the metro

• Chandler has seen the fastest rent growth in the metro, with a year-over-year increase of 6.5 percent. The median two-bedroom there costs $1,440, while one-bedrooms go for $1,155.

• Phoenix proper has the least expensive rents in the Phoenix metro, with a two-bedroom median of $1,085; rents grew 0.3 percent over the past month and 3.7 percent over the past year.

• Gilbert has the most expensive rents of the largest cities in the Phoenix metro, with a two-bedroom median of $1,499; rents went down 0.5 percent over the past month but rose 4.1 percent over the past year.

Despite increases, Phoenix rents still below national average

As rents have increased moderately in Phoenix, a few comparable cities nationwide have also seen rents grow modestly.

Phoenix is still more affordable than most other large cities across the country.

• Rents increased slightly in other cities across the state, with Arizona as a whole logging rent growth of 3.4 percent over the past year. For example, rents have grown by 1.9 percent in Tucson.

• Phoenix's median two-bedroom rent of $1,085 is below the national average of $1,191. Nationwide, rents have grown by 1.6 percent over the past year compared to the 3.7 percent rise in Phoenix.

• While Phoenix's rents rose moderately over the past year, many cities nationwide also saw increases, including Las Vegas (+3.9 percent), San Antonio (+2.5 percent), and Dallas (+2.1 percent).

• Renters will find more reasonable prices in Phoenix than most similar cities.

Tucson rents remain flat over the past month

Tucson rents have remained flat over the past month, however, they are up slightly by 1.9 percent year-over-year, according to the latest report from Apartment List.

Currently, median rents in Tucson stand at $711 for a one-bedroom apartment and $944 for a two-bedroom. Tucson's year-over-year rent growth lags the state average of 3.4 percent, but exceeds the national average of 1.6 percent.

Rents rising across cities in Arizona

Throughout the past year, rent increases have been occurring not just in the city of Tucson, but across the entire state. Of the largest 10 cities that Apartment List has data for in Arizona, all of them have seen prices rise. The state as a whole logged rent growth of 3.4 percent over the past year. Here's a look at how rents compare across some of the largest cities in the state.

• Gilbert is the most expensive of all Arizona's major cities, with a median two-bedroom rent of $1,499; of the 10 largest Arizona cities that we have data for, all have seen rents rise year-over-year, with Chandler experiencing the fastest growth (+6.5 percent).

• Tempe, Mesa, and Gilbert have all experienced year-over-year growth above the state average (5.2 percent, 4.4 percent, and 4.1 percent, respectively).

Tucson rents more affordable than many comparable cities nationwide

As rents have increased slightly in Tucson, a few similar cities nationwide have also seen rents grow modestly. Tucson is still more affordable than most other large cities across the country.

• Tucson's median two-bedroom rent of $944 is below the national average of $1,191. Nationwide, rents have grown by 1.6 percent over the past year compared to the 1.9 percent rise in Tucson.

• While Tucson's rents rose slightly over the past year, many cities nationwide also saw increases, including Dallas (+2.1 percent), New York (+1.8 percent), and DC (+1.7 percent).

• Renters will find more reasonable prices in Tucson than most comparable cities.

Apartment List Methodology: Data from private listing sites, including Apartment List data, tends to skew toward luxury apartments, which introduces sample bias when estimates are calculated directly from these listings. To address these limitations, "We've recently made major updates to our methodology, which we believe have greatly improved the accuracy and reliability of our estimates," Apartment List says in the report.

To advertise in Rental Housing Journal, call Vice President/Sales Terry Hokenson at 480-720-4385 or email him at: Terry@rentalhousingjournal.com

NATIONAL APARTMENT ASSOCIATION
Education Institute

Apartment Jobs Snapshot

Q2 2019

Apartment Industry Jobs Continue Strong Growth in Second Quarter

National Apartment Association

Apartment industry jobs continued strong growth in the second quarter, amounting to 38 percent of available real estate jobs in the United States – well above the recent averages and an increase from 2018, according to the most recent jobs report from the National Apartment Association.

Job demand continued strong as demand for apartments surged during the second quarter of 2019, reaching a five-year high.

According to RealPage, net move-ins totaled 155,515 units, which outpaced the second quarter of 2018 absorption by 11 percent, according to the NAAEI's Apartment Jobs Snapshot. Openings in the apartment sector comprised 38 percent of positions available in the real estate sector, well above the average of 30.1 percent.

Los Angeles, Dallas and Washington, D.C., had the highest concentration of apartment jobs during the second quarter of 2019 unchanged from last year. Dallas performed well, leading the US in apartment leasing activity during the second quarter by renting more than 10,400 units, RealPage reported.

Apartment maintenance jobs show strong demand

Available maintenance positions had a significant year-over-year increase, up by 2.6 percent.

Positions within maintenance were in greatest demand during the second quarter.

Maintenance technicians and maintenance supervisors landed within the top 5 job titles, comprising more than 7,500 postings combined.

Maintenance technician and maintenance supervisor positions experienced the highest growth in demand since 2014, increasing their share of apartment jobs by 3.5 and 1.2 percentage points, respectively.

Yardi Software skills needed

Since 2014, positions requiring skills in Yardi Software, team collaboration, and time management have notably increased.

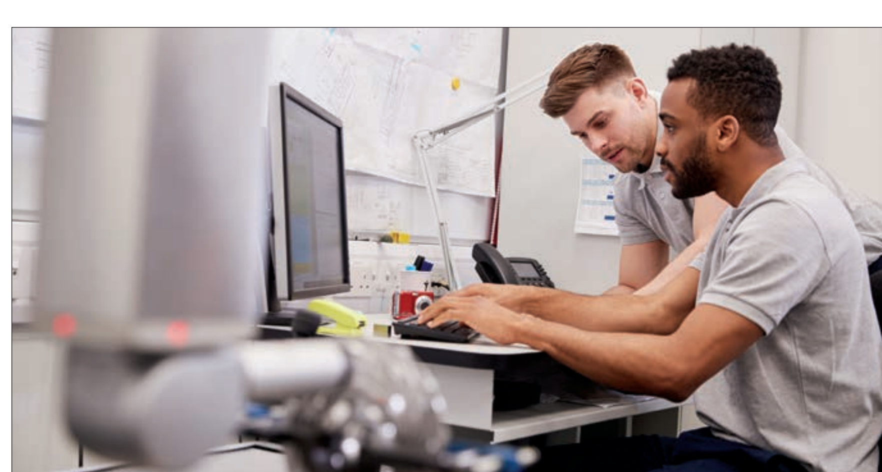
Yardi software skills were up 7.2 percentage points. Positions requiring strong team collaboration and time management increased significantly since 2014.

Jobs report background

The NAA jobs report focuses on jobs that are being advertised in the apartment industry as being available, according to Paula Munger, Director, Industry Research and Analysis, for the National Apartment Association's Education Institute.

"Our education institute is a credentialing body for the apartment industry. They hear often that one of the biggest problems keeping our industry leaders up at night is the difficulty in finding talent, attracting talent and retaining talent," Munger said. "Labor-market issues are happening in a lot of industries, certainly with the tight labor market we have."

NAA partnered with Burning Glass Technologies. "They have a labor-job posting database that is proprietary," she said, and they can "layer on data from the Bureau of Labor Statistics (BLS). We looked at that and thought we could do something that is really going to help the industry and help benchmark job titles and trends as we go forward," Munger said.



Total Q2 Job Postings in Apartment Industry (% of Real Estate Sector)

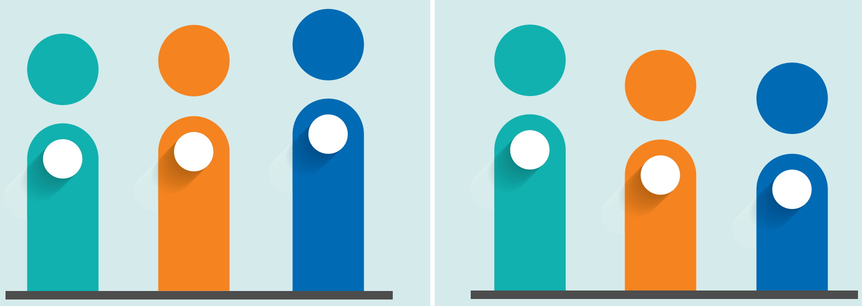
Q2 2019: **38.0%**

Q2 2018: **35.0%**

2013-2018 Average: **30.1%**

Summary:
38 percent of available real estate jobs in the US were in the apartment sector, well above the recent averages and an increase from 2018. Demand for apartments surged during Q2 2019, reaching a five-year high. According to RealPage, net move-ins totaled 155,515 units which outpaced Q2 2018 absorption by 11 percent.

Job Postings by Major Category (As a percent of all Apartment Jobs)



	Property Management	Leasing	Maintenance
Q2 2019	24.0%	24.5%	25.8%
Q2 2018	24.4%	23.8%	23.2%

Summary:
Positions within maintenance were in greatest demand during the second quarter.
Maintenance technicians and maintenance supervisors landed within the top 5 job titles comprising more than 7,500 postings combined.

Top MSAs* (As a percent of all U.S. Apartment Jobs)

Q2 2019		Q2 2018	
Los Angeles	5.4%	Los Angeles	6.2%
Dallas	4.9%	Dallas	5.6%
Washington, D.C.	4.2%	Washington, D.C.	4.3%
Phoenix	3.6%	Phoenix	4.0%
Seattle	3.5%	New York	3.4%

Summary:
Los Angeles, Dallas and Washington, D.C. had the highest concentration of apartment jobs during the second quarter of 2019 unchanged from last year. Dallas performed well, leading the US in apartment leasing activity during the second quarter by renting more than 10,400 units, RealPage reported.

June 2019: % Apartment Jobs of Total Real Estate Jobs

Jacksonville	54.2%
Denver	52.1%
Austin	50.7%
Phoenix	48.6%
Raleigh	48.4%

Summary:
The NAAEI monthly MSA ranking showed Jacksonville, Denver, and Austin as having the highest concentration of available apartment position as measured against the entire real estate sector. According to CoStar, Jacksonville's accelerated pace of groundbreakings has driven the total amount of apartment units under construction to almost 7,000 units, the most in the metro's history.

The Evolution of Titles & Skills 2019 vs. 2014

Top Increases in Job Titles in 2019
(percentage point change in postings)

Maintenance Technician	+3.5
Community Manager	+1.3
Maintenance Supervisor	+1.2

Top Increases to Skills Desired in 2019
(percentage point change in postings requiring skill)

Yardi Software	+7.2
Teamwork/Collaboration	+5.6
Time Management	+4.8

Summary:
Maintenance technician and maintenance supervisor positions experienced the highest growth in demand since 2014, increasing their share of apartment jobs by 3.5 and 1.2 percentage points, respectively. Yardi software skills were up 7.2 percentage points. Positions requiring strong team collaboration and time management increased significantly since 2014.

Competing Sectors (Highest Location Quotients)**

Apartments		Retail Trade		Hospitality	
Denver	3.3	Seattle	2.1	Las Vegas	3.6
Austin	3.1	Denver	1.7	Nashville	2.8
Raleigh	3.0	Colorado Springs	1.7	New Orleans	2.7
Phoenix	2.7	San Francisco	1.6	Colorado Springs	2.6
Portland, OR	2.7	Virginia Beach	1.6	Denver	2.4

Common Skills (Percent of Jobs Requiring Skill)

	Apartments	Retail Trade	Hospitality
Specialized Skills			
Customer Service	31.4%	44.7%	24.5%
Sales	20.8%	43.7%	9.5%
Scheduling	14.7%	17.2%	18.1%
Baseline Skills			
Communication Skills	40.5%	42.0%	31.8%
Organizational Skills	28.7%	28.7%	19.8%
Detail-Oriented	21.9%	13.0%	12.8%
Teamwork/Collaboration	15.5%	19.7%	20.5%

Summary:
The apartment industry often competes with the hospitality and retail sectors, all of which require strong customer service, communication, and organizational skills. Denver remained the common thread in all three sectors, unchanged from Q1 2019, where demand for talent is well above the U.S. average.

Sources: NAA Research; Burning Glass Technologies; CoStar, RealPage

* MSAs with 100 or more apartment job postings.
** Location quotients show how concentrated demand is within a particular geography. US-wide average demand equals 1.0; an LQ of 1.2, for example, indicates 20% higher demand than the US average (or 1.2 times the US concentration).

HUD Charges Landlords for Prohibiting Assistance Cat

Rental Housing Journal

Landlords who refused to allow a single mother with a daughter who needs an assistance animal to rent a townhome has been charged with housing discrimination, according to a release.

The woman had already signed a lease and explained to the landlords that her oldest daughter, who has mental disabilities, needed the assistance cat – which was recommended by her daughter's therapist – to live in the townhome in Minnesota.

"For individuals with mental disabilities, assistance animals provide the support they need to perform life's daily tasks," said Anna María Farías, HUD's Assistant Secretary for Fair Housing and Equal Opportunity, in the release. She said the action "demonstrates HUD's ongoing commitment to taking appropriate action when housing providers fail to meet their obligations to comply with the Fair Housing Act."

The U.S. Department of Housing and Urban Development (HUD) said the case came to their attention when the mother of three minor children filed a complaint alleging that the owners of the townhouse refused to rent her the home for which she had signed a lease agreement because she asked them to permit her oldest daughter's assistance animal to live in the home.

HUD's charge states her "daughter's disabilities substantially limit her daughter's major life activities, including, but not limited to, sleeping, taking care of herself and her surroundings, focusing, and engaging in social interactions. Due to those limitations, complainant's daughter is disabled, as defined under the Fair Housing Act."

No pets, no exceptions

The landlords' lease stated, "Residents are not allowed to have pets of any kind on the premises. There are no exceptions to this rule." Elsewhere in the lease it had a provision that warned, "NO PETS ALLOWED."

HUD's charge alleges that the owners refused to allow the assistance animal in the home, even though the woman provided documentation from her daughter's therapist attesting to the need for the assistance animal and how it addressed the girl's condition.

The woman then wrote a letter to the landlords and requested a reasonable accommodation to this no-pet policy. The reasonable accommodation requested was for permission to permit her daughter to reside with her assistance animal at the property. The letter from the therapist stated that the daughter suffered from major depressive disorder for several years and "is on medication for this disorder. She has also regularly attended therapy and a therapy skills training group. In the group, participants are encouraged to find coping strategies that are not self-destructive and one of the coping strategies is petting and being with her cat. The cat is a companion animal that has assisted in dealing with her depression. I would be in favor of (the daughter) being allowed to have this animal in her new living environment if at all possible."

The landlords provided a letter back saying, "We are so very sorry and sympathetic to hear of your family situation. And we understand how difficult these situations can be. We have, and have had, some very similar situations. Unfortunately, we have a strict NO-pet policy. This is clearly stated on the application. So, if we let you have a pet, then everyone else will want one. Do you see how this will go?"

The landlords denied the reasonable accommodation request.

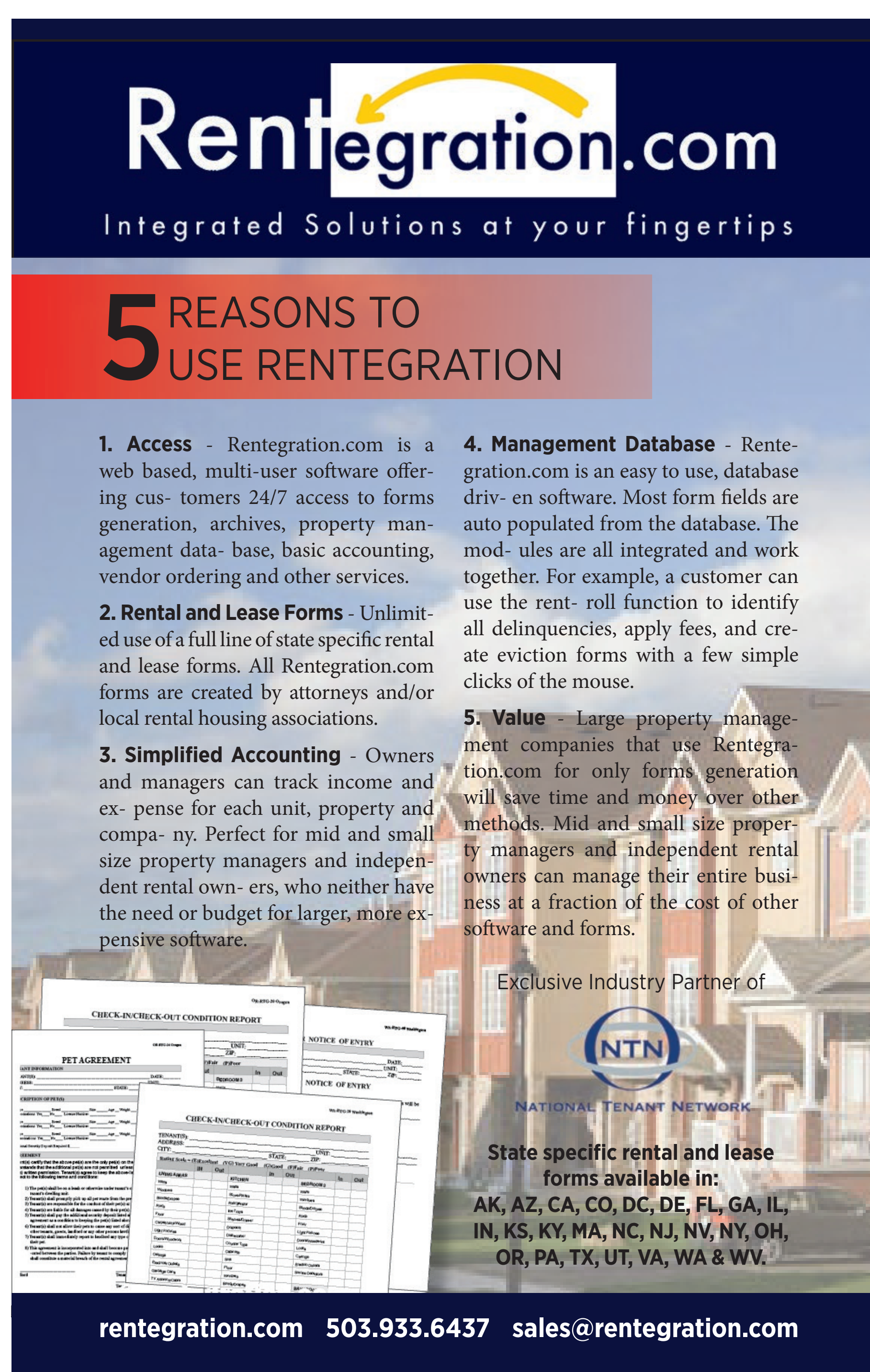
Assistance animals are not pets

HUD has said in the past that service and assistance animals are not pets.

Concurrently with the denial of the reasonable-accommodation request, the owners terminated the lease agreement before the family could move in. HUD's charge further alleges that the woman informed the owners of their responsibilities under the Fair Housing Act and its protections for individuals with disabilities and asked that they reconsider her request. The owners refused to do so, and the family was forced to find other housing.

The Fair Housing Act prohibits housing providers from denying or limiting housing to people with disabilities, or from refusing to make reasonable accommodations in policies or practices for people with disabilities.This includes not allowing people with disabilities (impairments that substantially limit major life activities) to have assistance animals that perform work or tasks, or that provide disability-related emotional support.

In addition, the act prohibits housing providers from retaliating against people who exercise their fair housing rights, such as filing a complaint with HUD.



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