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PoolProSM

May 2023

A publication of the Florida Swimming Pool Association
www.FloridaPoolPro.biz

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Large Fleet

Master Touch Pools



Small Fleet

POOLfection



Tops in Trucks awards were presented at the Welcome and Awards Reception at the EVERYthing Under the Sun Expo

Florida Pool Prosm

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Florida's swimming pool industry**

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June 9-10
Board of Directors Meeting

Don CeSar
St. Pete Beach

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Let's talk about water safety!

I hope everyone is enjoying the warm weather. Spring break craziness is behind us and the swimming season is underway. The entire state will be embracing their pools, backyards, and aquatic environments. What a great time to spend a couple minutes discussing water safety. The month of May is National Water Safety Month. As we know, in Florida we are surrounded by water. This is why it is so important to know how to swim, especially for children. The leading cause of death in children 1 to 5 years old is drowning. Please stop and read that again. No matter how many times I hear that statistic, it just blows me away. The good news is this is preventable. So, we have some work to do.

I truly believe the first step is awareness. I know it may sound a little silly, but most parents are not completely aware of the dangers of water to children. It is alarming just how quickly and silently it can happen. It is important to help inform them of the numerous dangers and the many resources available to prevent a tragedy. Parental supervision is the first line of defense of course. Learning how to swim is next. Survival swimming lessons can be taught as early as six months old. Every parent will have their own comfort level with what

age they choose to teach their children to swim. It is important for them to know that children can learn to swim at a very young age. Swimming is a sport kids can learn which can save their lives. There are many other layers of protection available: Door alarms, pool alarms, pool covers, barrier fencing and many more. These are all great additional layers of protection that support the most important one, parental supervision.

We must be vigilant in educating each other and our clients. We must never assume that everyone is aware of all the potential dangers of water. The dangers go far beyond the backyard pool. We have lakes, rivers, canals, ponds and beyond. Another aspect that is often unknown is the impact of a water submersion that does not result in a fatality. Serious injuries with a lifetime of potential impact are often sustained. These injuries are often difficult to track to determine the actual impact.

Well, here is how we can all help. The Florida Swimming Pool Association created the Florida Swims Foundation many years ago. This Foundation has a philanthropic, life-saving mission of eliminating drownings. The Foundation is dedicated to the funding and implementation of



FSPA President Don Ball
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swimming lessons for young children. By supporting and donating to the Foundation, you will help the cause succeed. Many of our members have been actively supporting the Foundation for years. We hope you will too! The Florida Swims Foundation has partnered with Every Child A Swimmer, where the funds are matched to further maximize the impact here in Florida. Your donation is tax deductible and can even be targeted to your local area! Please visit FloridaSwims.org to get involved. I want to thank all of you for reading and considering how we can all help to eliminate this problem.

I apologize, no funny chuckle this month. I just couldn't give this month's subject matter. I will make up for it next month!

S*** You Should Know

Q: I want to support FSPA's Government Relations effort to advance the swimming pool and spa industry, how can I get involved?

A: One of the best ways to support FSPA's lobbying efforts at the state and local levels is to donate to the **Pool Industry Political Action Committee (PIPAC)**. PIPAC helps the industry by supporting candidates and legislators who work to advance important swimming pool / spa industry issues; from reducing the costs of doing business, to employment and workforce issues, to water safety and sanitation and building standards. The relationships FSPA builds with policymakers through PIPAC gets important industry issues in front of legislative leadership and in front of the Governor and key advisors. By giving to PIPAC you are making your voice heard in the Capitol. Donate to PIPAC today by visiting PoolPAC.com or calling 941-952-9293.

May is Water Safety Month

I hope you all had a fun and positive spring season. As we inch into summer it is a great time to discuss the fact that May is Water Safety Month! As such, I'd like to highlight for you how the FSPA supports education around water.

Did you know that the Florida Swimming Pool Association has a charitable Foundation? The Florida Swims Foundation was established by FSPA leadership in 2007. The Foundation has its own Board of Trustees that are comprised of members of the FSPA state Board of Directors, as well as outside individuals as stated within its bylaws.

Since 2011 the Florida Swims Foundation has been providing swimming lessons to underprivileged children. Since inception, we have distributed more than \$260,753 between our FSPA Chapters and the State Office's contributions to more than one hundred providers. Countless children have been impacted by these funds.

In January 2023, we entered a new partnership with Every Child a Swimmer.

Every Child a Swimmer will collaborate with the Florida Swims Foundation by vetting swim lesson providers in our Chapter regions, providing them with grants, and supervising the use of those grant funds. The Florida Swims Foundation will support this effort by continuing to fundraise and send donations to Every Child a Swimmer, who will then match the funds and disseminate them.

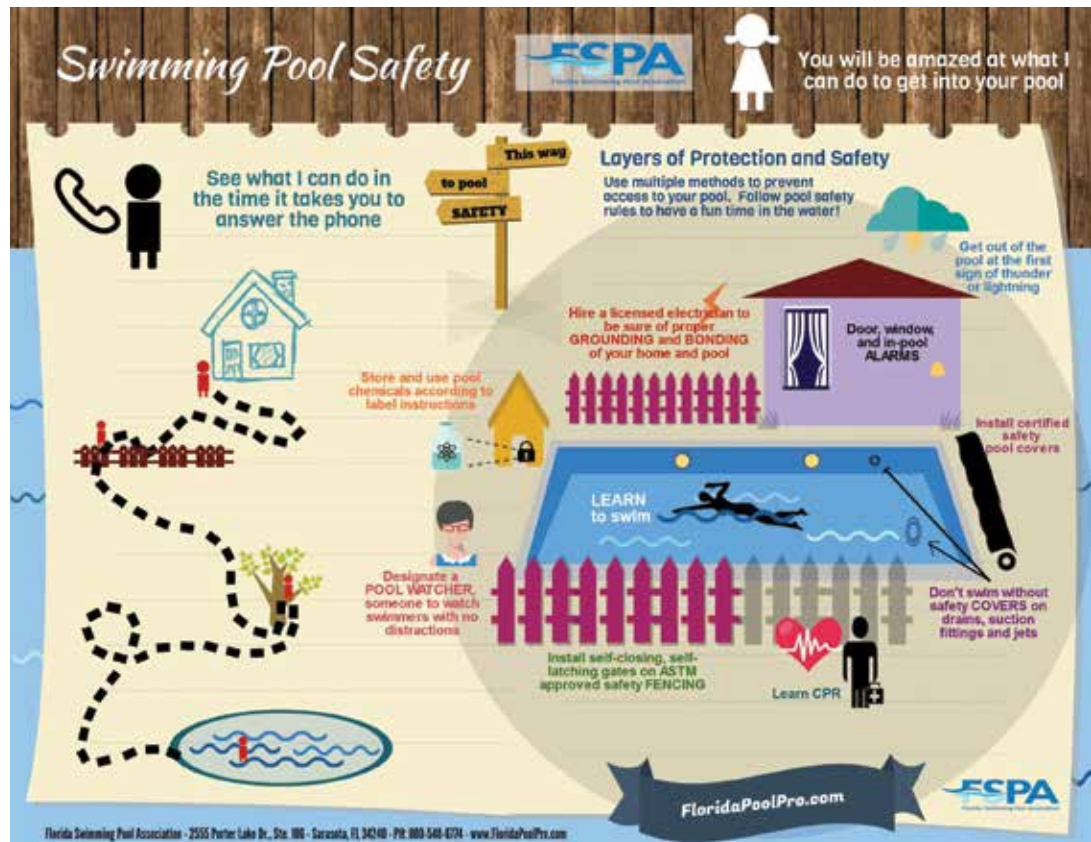
How can you get involved? There are two main ways you can support education around water. The FIRST and easiest is to donate directly to the Florida Swims Foundation. You can do that by going directly to our Foundation website at www.FloridaSwims.org. The SECOND thing you can do is to pre-order our beautiful Swim for Life license plate, which can be found front and center on the same website (you can also see an image of the plate on page 19). The proceeds from the sales of this plate will go directly to funding our Florida Swims Foundation programs, such as providing swim lessons.



Elizabeth McMurray
FSPA Executive Director
Elizabeth@FloridaPoolPro.com

If you have any questions at all about these efforts, please don't hesitate to reach out to us at the state office. We look forward to having your support.

Stay (water) safe and enjoy our amazing Florida weather!



FSPA Safety Materials

Purchase these to give out to your customers!

Safety Brochure (to your left is a peak inside) - 50 for \$2.50

Water Watcher Badges with lanyard - \$1 each

Splash the Safety Penguin temporary tattoos - 50 for \$5

Shipping is an additional charge.

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County Name	March 2022	March 2023
<i>Alachua County</i>	11	11
<i>Bay County</i>	48	19
<i>Brevard County</i>	90	59
<i>Broward County</i>	123	30
<i>Calhoun County</i>	0	0
<i>Charlotte County</i>	125	102
<i>Citrus County</i>	34	14
<i>Clay County</i>	16	2
<i>Collier County</i>	167	8
<i>Dade County</i>	178	59
<i>Duval County</i>	79	38
<i>Escambia County</i>	8	12
<i>Flagler County</i>	30	29
<i>Franklin County</i>	0	1
<i>Gadsden County</i>	0	0
<i>Gulf County</i>	3	0
<i>Hernando County</i>	23	24
<i>Highlands County</i>	13	7
<i>Hillsborough County</i>	183	93
<i>Holmes County</i>	1	0
<i>Indian River County</i>	39	17
<i>Jackson County</i>	1	2
<i>Jefferson County</i>	0	0
<i>Lake County</i>	44	43
<i>Lee County</i>	206	127
<i>Leon County</i>	19	19
<i>Liberty County</i>	0	0

County Name	March 2022	March 2023
<i>Manatee County</i>	190	83
<i>Marion County</i>	38	27
<i>Martin County</i>	31	26
<i>Nassau County</i>	32	9
<i>Okaloosa County</i>	34	16
<i>Orange County</i>	148	68
<i>Osceola County</i>	67	35
<i>Palm Beach County</i>	258	91
<i>Pasco County</i>	62	27
<i>Pinellas County</i>	61	65
<i>Polk County</i>	85	42
<i>Putnam County</i>	1	0
<i>Santa Rosa County</i>	56	24
<i>Sarasota County</i>	204	144
<i>Seminole County</i>	10	9
<i>St Johns County</i>	170	48
<i>St Lucie County</i>	57	57
<i>Sumter County</i>	27	70
<i>Volusia County</i>	74	17
<i>Wakulla County</i>	6	3
<i>Walton County</i>	63	39
<i>Washington County</i>	0	0
TOTALS	3115	1616

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FSPA successfully stops restrictive Dept. of Health chlorine requirement

By Dallas Thiesen, FSPA Sr. Dir. of Government Affairs / Dallas@FloridaPoolPro.com



In February of this year the Florida Department of Health proposed to tighten the free chlorine concentration range for public swimming pools from 2 mg/L - 10 mg/L to 2 mg/L - 4 mg/L. This

proposal was drastic shift in the chlorine range that is afforded to public pool owners and swimming pool service professionals to help ensure a clean, safe swimming environment during peak swimming pool usage times.

The net effect of this change would have been less clean swimming pools, more swimming pool closures during peak usage, expensive equipment upgrade costs for commercial pool owners, and

increased ongoing service costs for commercial pool owners. The majority of commercial pools in the State of Florida are owned and operated by small to medium size condominium and homeowner's associations; many of which cannot afford the equipment upgrades and increased service costs that would be needed to meet such a restrictive standard. The FSPA Commercial Council and Service Councils both directed FSPA's Government Affairs Team to oppose the Department of Health's proposed change.

FSPA collected written testimony from members of the Commercial Council and Service Councils who service primarily commercial pools. The testimony given by FSPA members outlined the potential public health risks of this proposed change, the economic impact that it would have on commercial pool owners, and the impact that it would have on swimming

pool servicing businesses. The FSPA Government Affairs Team presented this testimony to both the Department of Health and to key legislators who oversee the Department of Health.

Based on the testimony by FSPA members and conversations between the FSPA Government Affairs Team, regulators, and legislators, the Department of Health updated their free chlorine range proposal to leave the current range for outdoor commercial pools at 2 mg/L - 10 mg/L but capping the free chlorine range for indoor commercial pools at 5 mg/L. Upon review of this new proposal, the FSPA Commercial Council and Service Councils found it to be an acceptable compromise and a win for FSPA and the industry.

If you have questions about this or any other government affairs issues, please reach out to FSPA Sr. Dir. of Government Affairs Dallas Thiesen.

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1st President

Thomas Jefferson
3rd President

Theodore Roosevelt
26th President

Abraham Lincoln
16th President

Firing an employee

By Tommy Diaz, 365 Pool Service, Inc. / info@365pools.com



Someone once told me that there are no bad hires, only bad managers; that people don't leave bad companies, they leave bad leadership. Over my career I have literally hired and fired at

least 1,000 people. My previous position was that of director of operations for a 1,000 seat multi-site call center. I had eight senior managers and 27 team leads reporting directly to me. When you fire someone, you are directly impacting their lives. You are changing the course of history in their story. You are creating a fork in the road. Sometimes it is absolutely necessary for the good of the team and the good of the overall trajectory of the company to let someone go and it is completely unavoidable. At the end of the day you have to protect the golden goose. No sales equals no revenue, no revenue equals no

company. I was asked once what I think is a Christian business view point. Well, the bottom line is, you reap what you sow.

I believe that as a leader when you fire someone ultimately it is your failure. You were not able to recover that person to meet the vision you had for them when you hired them. You made a bad hiring decision and now you have created a new cost center for the company because you were not able to course correct the negative trajectory of an asset. What does it cost to hire and train and equip a new employee? In some cases when you have to lay people off due to revenue loss, that is your fault too. You didn't meet projections, your forecasting was off, your sales are off, you couldn't close enough deals, it is your fault.

I always ask myself a few questions before I fire someone.

- Did I do everything in my power to train them properly?
- Did I set expectations clearly concerning their job description?
- Did I give them all the proper tools

they needed to be successful?

- Did I give them the opportunity verbally and in writing to clearly guide them when I saw them failing? Did I coach or mentor to course correct?

How much is it going to cost the company in time and money to replace them? Can I, without reservation, look back and see that I did everything possible to change the outcome?

Firing someone before the holidays is not necessarily taboo. I would, however, never underestimate the power of company culture. As a leader, it is just as important as your revenue goals. If you can create an environment where people love to come to work, productivity is generally a side effect. You must consider what emotional currency will be spent by co-workers at the loss of this employee.

At the end of the day, it is cheaper to repair a good piece of equipment than to throw it away and buy a new one. Same for employees. Most important of all, trust your gut.

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Completing a commercial pool

By Sam Brown, VP Sales Commercial Division of American Pools and Spas / sbrown@american-pools.com



Hooray, it's finally time to plaster a pool and get all the final inspections. Not so fast! Has the irrigation guy finished? Is the landscaping completed? Is the shower installed?

How about the vacuum breaker hose bibb on the deck? Do the gates self-close and self-latch? Are there floor drains in the restrooms? Does the deck slope properly? These are just some of the issues the pool builder must ensure gets done, that are not in our scope of work, but affect the final inspections.

Then imagine the GC informs you that you need to plaster the pool next week! So first we coordinate with the GC and get the issues addressed and then we plaster the pool in three weeks instead. Now it's time to schedule the final inspections and the Department of Health (DOH) inspection. We have the electrical final inspection and building final inspection scheduled for the same day, however the building guys get there first and say, "I can't sign off until the electrical guy signs off, reschedule me for tomorrow." Electrical guy comes in the afternoon and doesn't go to the construction trailer, so he can't find the plans and fails you. Wasted day. Let's

start over! Oh wait, DOH is scheduled for tomorrow and we can't reschedule that one very easily. Let's have DOH come anyway, we can send them the pool final, fence final, and restroom building final later. Mr. GC, can you give me the fence final and restroom building final? What? You don't have a fence permit and the restroom final is on hold until the pool final is completed?

I'm sure that all of you have gone through this scenario in one form or another. So, how do you handle the coordination dance with the GC and his other trades, the building departments, and the DOH, especially when each municipality and DOH inspectors vary in their processes? You go first. No, you go first. How do we get everyone on the same page?

Communication, coordination, and teamwork are key. Setting expectations early on with the GC/owner can help. Giving the GC a checklist addressing the things that affect the pool finals that are not in our scope is a great starting point. Conversations with onsite superintendents to keep other trades coordinated and on schedule is another must. As the project wraps up, training your field staff in what the DOH looks for is also key. Diaper changing tables and the proper pool rules sign seem to get us frequently. Having one of your staff use the form that the DOH uses for the inspection is a great way to catch potential deficiencies that the DOH may find.

So, how do you get the various municipality inspectors and DOH to be consistent? Have you ever gotten this note during your permit review? "Pool drains cannot discharge to the sanitary sewer system. However, pool backwash can discharge to the sanitary sewer system. Pool drains are specifically precluded from connections to the sanitary sewer system." What does that even mean? Are they okay taking back the dirty water, but not the clean? Don't they know that a pool drain is connected internally to the pool circulation system? Some DOH's give you an "initial authorization for use" (which is good for 30 days) while others do not, and still others make the owner pay for the annual operating permit before the inspection can be completed. There are so many inconsistencies, it would take me all day to list them, and I would still miss half of them. So how do we fix them? It would be nice if the DOH could get all their inspectors on the same page and under the same umbrella. Currently the State of Florida runs 44 of the 67 counties while the other 23 counties are run somewhat independently. I know that they get their funding differently, but isn't it all tax money? Then, it would be great if the DOH could train all the various municipality inspectors and get them all in unison. I know, I know, the DOH is spread thin as it is. But what a wonderful world it would be...

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New Florida friends

By Mickey Sigmon, Pool Pro, Inc. / poolproinc@yahoo.com



Once upon a time, there was a man named Jack who just moved to Florida. He had always dreamed of living in a warm and sunny place, and now his dream had come true.

However, there was one thing that he didn't anticipate - he had to take care of a swimming pool for the first time.

Jack had never owned a swimming pool before, and he had no idea how to maintain it. He had heard that it could be a lot of work, but he didn't expect it to be this complicated. The first thing he did was to consult his HOA president to find out how to take care of a swimming pool. The HOA president was clueless about pool care, but

he did point out that Jack's patio as well as his roof tiles were in need of pressure cleaning per HOA policy.

Next, Jack went on the internet and read hundreds of articles and watched countless videos, but he still felt overwhelmed. There were so many things to consider - the pH balance, chlorine levels, pump operation, and so on. He had no idea how to measure these things, let alone fix them.

Despite his confusion, Jack was determined to keep his pool in good condition. He went back to the internet where he found a friendly and knowledgeable pool professional named Mickey. Mickey helped Jack to understand the basics of pool maintenance and gave him some tips on how to keep his pool clean and healthy.

With Mickey's guidance, Jack learned how to test the water and adjust the chemicals, and even gave him the name

of a great pressure spraying company recommended by his other customers. This interaction started a long, trusting business relationship with Jack, who ultimately called Mickey for anything with which he was concerned. The calls were pool related sometimes, but mostly Jack would ask about local businesses, restaurants, and places to meet people. Mickey happily helped out because he knew that his good deeds were paying it forward.

With the influx of new residents in Florida, there are a lot of Jacks who could use our help. Don't be shy. Teaching someone the correct way to maintain their pool won't cost you a thing. Who knows, maybe Jack will teach you a thing or two. Maybe he will become the HOA president and recommend your company to others with pool questions. You will be glad that you know Jack.

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Thank you to our volunteer instructors

The success of our large continuing education offering at the 2023 Everything Under the Sun Expo was bolstered by the incredible volunteer instructors who taught more than 60 courses over three days to more than 1,000 attendees. Thank you for helping advance the pool industry!

- | | |
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Why you should perform background checks

By David Griffiths, Insurance by Ken Brown / dgriffiths@insbykenbrown.com



A Pre-Employment Background Check has become, in this day and time, a matter of necessity. Too many applicants make false claims on their job applications and

resumes or attempt to cover up prior criminal activity. Background checks often times turn up at least one serious discrepancy.

Everyone has their favorite story about falsified credentials and phony work experience. Stories like these can be avoided by careful applicant background screening.

Some of the benefits of comprehensive employment background screening include increased applicant and new hire quality, reduced workplace violence, reduced negligent hiring liability, reduced losses from employee dishonesty, making the right hire the first time, and avoiding negative publicity. The bottom line is that pre-employment background checks help an organization be more successful. In turn,

that means greater profits.

A Better Applicant

One major benefit of background checks that most clients see is an increase in applicant quality. A complete employee screening process:

- Results in fewer applications with serious discrepancies
- Discourages applicants who are trying to hide something
- Increases applications from applicants who want to work in a safe environment
- Increases the quality of new hires due to an improved applicant pool and improved selection process

Reduce Workplace Violence

According to a survey conducted by the US Dept of Justice, 1.75 million days of work are lost each year by victims of workplace violence. The cost in lost wages account for about \$55 million per year. When less direct, but further-reaching costs are considered such as lost productivity, legal expenses, and diminished public image, the annual cost of workplace violence could measure in the billions.

Employers have a moral and

legal obligation to provide a safe work environment. Therefore, knowing whether a potential employee has been involved in criminal activity (such as drug or other substance abuse, reckless behavior, dishonesty, theft, or dangerous and violent behaviors) allows the employer to determine if an applicant is appropriate for the job and work environment. It also helps the employer determine if the applicant poses a potential threat to other employees. Prior history is a good predictor of future performance.

Protection Against Negligent Hiring Liability

Negligent hiring liability holds employers responsible both for what they do know and what they should have known about their employees. It can even hold employers responsible for employees' actions off the job. Courts have repeatedly affirmed that employers have a duty to exercise reasonable care in hiring individuals who, because of the nature of their employment, may pose a threat to the public.

Background checks allow an employer to better determine if an applicant poses a potential threat to other employees

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or customers. An employer is generally expected by the public, the law, and the courts to be extra-vigilant when screening employees.

Take special notice if employees...

- Have access to consumers' financial, medical, or personal information
- Have access to consumers' living quarters or residences
- Work with the infirm, the elderly, or children
- Work with hazardous materials
- Are responsible for the safety of themselves and others

Reduce Employee Dishonesty

The typical organization loses 5% of its annual revenue to occupational fraud. The median loss caused by occupational fraud was \$140,000. More than one-fifth of fraud cases caused losses of at least \$1 million. Small organizations are disproportionately victimized by occupational fraud. Employee theft and dishonesty can also reduce production, damage public confidence, destroy employer reputation, and negatively affect employee morale.

Theft and fraud is something of which

employers are aware but sometimes overlook. The true cost of these crimes is not well known. However, approximately 30% of employees admit to stealing from their employers. The guilty are not those one would expect: 41.2% are managers, 39% are employees, and 19.3% are owners or executives.

Reduced Employee Turnover: Hire the Right People

Pre-Employment Background Checks help screen in employees who stay longer because employers are able to make the "Right Hire" the first time. Employers are able to hire the right people by increasing the accurate and objective information available to hiring managers. The information provided by a comprehensive background check enables employers to build a competent workforce and reduce the likelihood of hiring dishonest employees and employees with drug and alcohol problems. Gathering information from multiple sources provides a clearer understanding of the applicant's qualifications and reduces an employer's risks.

According to studies, the replacement

cost of a bad hire is 1 to 5 times the salary of the job in question. Consider the direct and indirect cost of recruiting and hiring, the direct and indirect cost of training, and the wasted wages and benefits. Also consider the management, administrative, and legal costs of a bad hire, plus the direct and indirect cost of damaged or stolen funds, materials, equipment, work environment, customer goodwill, and employer reputation. Verifying applicant claims helps the employer make the right hire the first time and is clearly worth the investment in a thorough background check.

Avoid Negative Publicity

Bad publicity caused by an errant employee or volunteer can severely damage an organization's reputation with its funding sources, its constituency, and the public. This negative impact on funding and reputation can cripple an organization to the point of closure.

In many cases there is little difference in the eyes of the public or the law between employees who perform essential functions of an organization. The public, courts, and regulatory agencies expect extra vigilance



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during the selection process of those who will be working in settings that involve contact with children as well as those who will have access to residences.

Such staff should be carefully screened. Proper background checks greatly reduce the likelihood of hiring a bad employee or volunteer, and thus they reduce the likelihood of negative publicity.

The Bottom Line: Success

The bottom line is that pre-employment background checks help an organization be more successful. Thorough background checks help employers:

- Reduce the high cost of turnover by screening in employees who stay longer.

- Reduce losses from employee theft, employee fraud, drug and alcohol abuse, absenteeism, workplace violence, and litigation.
- Avoid wasted benefits.
- Reduce training and employee development costs.
- Increase productivity through hiring employees with better work habits, attitudes, policies, and practices.
- Enhance professionalism by "screening in" appropriate workplace attitudes.

The benefits of Background checks far outweigh the expense. That said, there are some public record sites which can provide

limited information as follows:

- National Sex Offender Registry: www.nsopw.gov
- Social Security Validator: www.ssnvalidator.com/default.aspx
- State and County Free Public Records Searches: Black Book Online www.blackbookonline.info
- U.S. Citizenship & Immigration Service: E-VERIFY www.uscis.gov/portal/siteuscis/

If there is any way we at Insurance by Ken Brown can assist your efforts, please let us know.

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LP Gas Master Qualifier – Manufacturer Endorsed by Hayward

Wednesday, April 26 / 9:00 a.m. - 4:00 p.m.

FSPA T.E.C. Center - Sarasota

FSPA Member: \$475 \ Non-member: \$575

Find the registration button at www.FSPACourses.com



www.FSPACourses.com

LP Gas Laws & Rules

Friday, May 26 / 12:00 p.m. - 4:00 p.m. (4hrs)

FSPA Member: \$200 \ Non-member: \$250

LP Gas - Florida Fuel Gas Code

Friday, July 7 / 8:00 a.m. - 12:00 p.m. (4hrs)

FSPA Member: \$200 \ Non-member: \$250

LP Gas Laws & Rules

Thursday, August 17 / 12:00 p.m. - 4:00 p.m. (4hrs)

FSPA Member: \$200 \ Non-member: \$250

Broward

Chapter Coordinator: Diane Michael
 (386) 538-1083
 FSPABroward@FloridaPoolPro.com
 www.FSPABroward.com

At the time of writing this, the Chapter meeting had not yet taken place. Pictures will be posted on our Chapter Facebook page after April 19. We want to thank everyone for their support of the Chapter meeting in May. Special thanks to **Rick Myers** and **Dr. Coffey, Lo-Chlor**, for sponsoring the night.

Dr. Coffey, the chemist who made most of the Lo-Chlor products presented at the Chapter meeting on April 19. This was a great opportunity to invite your employees to see if they can "stump the chemist!"

Attendees learned a bit of technical information about chlorine and pool chlorine mysteries that will help reduce blood pressure and increase profits.

Wednesday, March 15, Chapter members gathered to get a Behind-the-Scenes Tour of the Fort Lauderdale Aquatic Center.

After the tour of the new facility,

The Broward Chapter says thank you to everyone who attended our Behind-the-Scenes Tour for the Chapter Meeting in March.



The Broward Chapter and the new volunteer President Don Cesarone III thanked and honored Rick Myers for his 2022 leadership as Chapter president along with the state Executive Committee presenting Dr. Bill Kent a Lifetime Achievement Award for tireless support of FSPA.

members from the FSPA Executive Committee were present to honor **Dr. Bill Kent**. Thank you to them for attending and to Dr. Kent for his tireless support of Florida Swims Foundation, Every Child a Swimmer and so many others charitable causes and missions around the world! We are so honored to have Bill in our local Chapter and are forever grateful for his endless contributions of talent, time, resources, funds, and friendship!

Thank you to Casey McGovern for giving us an update on Every Child a Swimmer.

Thank you to our new volunteer Chapter President **Don Cesarone III, Aquatic Consulting Engineers, Inc.**, who honored **Rick Myers, Lo-Chlor**, for his 2022 leadership as the chapter president. Rick led the Chapter on focused, successful strides that carried us into another great year! He was inducted into the 2023 FSPA Hall of Fame. Thank you for everything, Rick!

Thank you to all who helped set up and break down! We so appreciate your time and willingness to always pitch in!

Check out the beautiful pictures of the night on the Chapter Facebook page and while you're there please be sure to like and follow our Chapter page.

Members making news. Congrats to **Ike's Carter Pool Companies** who garnered five Design Awards including: Bronze Award – Residential Pool 501 square feet and over; Silver Award – Residential Pool 501 square feet and over; Gold Award – Residential Pool 501 square feet and over; Technical Award; and Bronze Award – Residential Pool Vanishing Edge.

Read about other awards your fellow Chapter Members received in the March issue of *Florida Pool Pro*sm which can be found online at <https://industry.FloridaPoolPro.com>.

Thank you so much to **Pentair** for choosing to be a 2023 Annual Sponsor again this year! We appreciate your continued support! If you want to sponsor a meeting, these spots will go fast so please contact Diane for more details. As always, we ask that the program be educational in format and that you help our members learn more about your business and ways to support one another. The annual sponsorship support helps the Chapter Board of Directors to run the Chapter, donate heavily to important programs like

Florida Swims Foundation, PIPAC fund, the FSPA Scholarship Fund and much more. Thank you for your interest!

All Chapter Meetings are from 6:30 p.m. – 8:00 p.m. and we do our best to host these meetings on the third Wednesday of the month if possible. If there's any change in that format, we will note it below. Currently, our meetings are held at Tropical Acres, 2500 Griffin Road, Fort Lauderdale, unless otherwise stated but we are looking for another venue to welcome us. Please contact Diane if you know a venue that has a private room that can fit 40 people. Thank you!

We are finalizing this year's calendar. Please save the dates below. Thank you! May 17 - National Water Safety Month: Drowning Prevention Presentation by the Broward Health Department hosted at Aquachamps Swim School, Chapter meetings on June 21, July 19, August 16, and September 20; Harvest Tabletop October 18 or 26; November 15 - no meeting; and Annual Casino Night on December 1.

Thank you for your continued support of the growing Broward Chapter! Please like our Facebook page www.facebook.com/FSPABroward and our Instagram @FSPABrowardChapter. We appreciate your continued support!

Central Florida

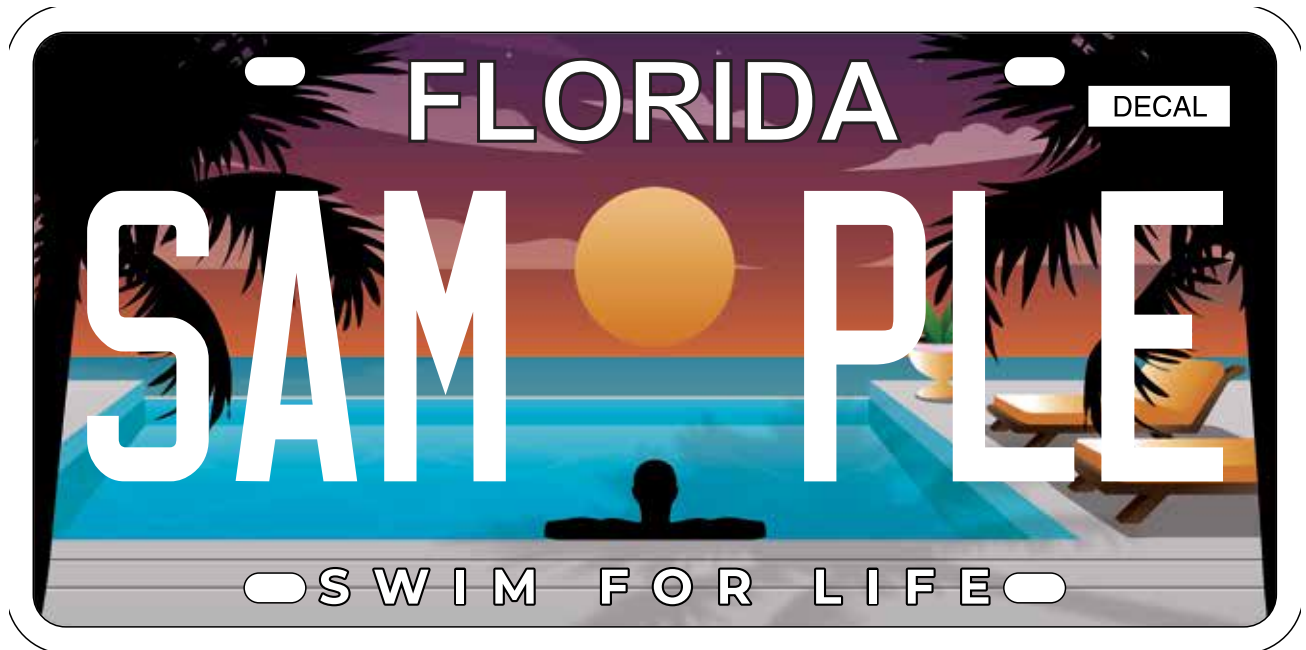
Chapter Coordinator: Sonja Dickey
 (941) 952-9293

FSPACentralFlorida@FloridaPoolPro.com
 www.FSPACentralFlorida.com

RSVP today! May 31 we will be hosting an LP Gas class at 6:00 p.m. at **HornerXpress**. \$50 for FSPA members, \$75 for non-members. See you there!

HornerXpress presents the 6th Annual Casino Night and Silent Auction on September 29 at 7:00 p.m. at Dubsdread Country Club. Thank you to our sponsors so far: **HornerXpress, Premier Pools of Central Florida, Water Creations** and **National Pool Route Sales**. This is just the start in our pursuit to raise money for education and safety around water, with an emphasis on the Every Child A Swimmer program. Sponsorships are available. Interested in donating an auction item? Contact Sonja for more information.

Help kids swim for life!



Pre-order your license plate at
SwimforLifeFlorida.org

**\$30* / year with \$25 going directly to
the Florida Swims Foundation**

**Additional fees first year*



Funds support free swim lessons!



The next Chapter Board meeting, which all members are encouraged to attend, will be Wednesday, May 31 at 5:00 p.m. at **HornerXpress** - Longwood, followed by the LP gas class at 6:00 p.m. Look forward to seeing you all there.

Your 2023 Directors are working on exciting and educational events. Please let us hear from you with any suggestions for speakers or events. If you haven't already, please like our Facebook page at FSPA Central Florida Chapter to keep up with upcoming events and meetings.

Charlotte Harbor

Chapter Coordinator: Sonja Dickey
(941) 952-9293

FSPACharlotteHarbor@FloridaPoolPro.com
www.FSPACharlotteHarbor.com

Thank you, **Ken Moyer, Brenntag**, for teaching a service truck safety CE class in March. We had a full house!

On April 18 at Pioneers Pizza Dallas Theisen, FSPA Sr. Dir. of Government Affairs, talked to us about code specific issues happening in Charlotte County. Thank you, Dallas, for your knowledge! We appreciate you!

Fore! **Better Pools and Spas** presents the Chapter's Annual Golf Tournament at Heron Creek Country Club on May 6. Thank you to the following sponsors for making this event take place: **Better Pools & Spas, Brenntag, HornerXpress, Stenner Pump, Just Against Children Drowning, Diamond Brite, National Pool Route Sales, Hayward, Ledge Lounger, Pool Corp, Universal White Cement,**



The Charlotte Harbor Chapter held a CE course on service truck safety in March.



Performance Link, Superior Pools of SW FL, Century, Odyssey Mfg, Pentair, Barb's Pool Service, IPSSA, Lo-Chlor, Premix Marbletite, Aqua Leak Detection and Raypak. If you read this before May 6, please join us out on the greens. The more the merrier!

On June 14 be ready to listen to Dallas Theisen, FSPA Sr. Dir. of Government Affairs, teach Alternative Dispute Resolution (2 hr., meets business practices requirement, CILB #0007785 Florida Pool & Spa Association d/b/a Florida Swimming Pool Association CILB Providership #0000917). The course is at the FSPAT.E.C. Center in Sarasota. Watch your inbox for details.

Save the date! July 18, **Scott Bartlett** will join us to give us the scoop on **Jack's Magic**.

The next Chapter Board meeting, which all members are encouraged to attend, will be June 14 at 5:00 p.m. at Pioneers Pizza, 4560 Tamiami Trail, Port Charlotte.

Your 2023 Board is working on exciting and educational events. Please let us hear from you with any suggestions for speakers or events. If you haven't already, please like our Facebook page at FSPA Charlotte Harbor Chapter to keep up with upcoming events and meetings.

East Central Florida

Chapter Coordinator: Diane Michael
(386) 538-1083

FSPAEastCentralFlorida@FloridaPoolPro.com
www.FSPAEastCentral.com

Thank you to **WaterSafe** for hosting the Chapter meeting in April. More details about their event happening on May 20 will be distributed to the Chapter via email. Please be sure you're receiving the Chapter emails. Check your junk mail if you're not or email Diane and let her know.

Members making news! The Florida Swimming Pool Association announced the 2023 Design Awards winners. Congrats to **East Coast Pools & Spas**, Ormond Beach, for earning a Silver Award for Residential Pool Vanishing Edge and **CM Custom Pool Designs**, Ormond Beach, for earning a Gold Award for Residential Pool Restoration.

Read about other awards your fellow

Chapter Members received in the March issue of *Florida Pool Prosm* online at <https://industry.floridapoolpro.com>.

We also are happy to let you know that our volunteer vice president was featured on Pool Magazine - Podcasts for the Pool Industry. The title is "Holly Waldhauer Is Turning Heads With Her Incredible Tile Work."

Thank you so much to our volunteer co-chairs **Kerry Tait, Insurance by Ken Brown, and Keith Quint, Gorman Company**. We are ready to sign you up for your teams or sponsorship of our Annual Golf Tournament happening Friday, May 19 at Halifax Plantation. Check-in is at noon with a shotgun start at 1:00 p.m. Forms have been emailed to the Chapter.

We have many contests that need sponsorship and we are looking to confirm teams now. You will receive a discounted price if you sign up early. We need to be prepared, so if you don't get your form and payment in before May 5 there will be an extra fee for processing – so sign up today.

You may easily fill out the forms and pay on Square with the forms sent via email to the Chapter. Thank you for your continued support of our Annual Golf Tournament!

All Chapter meetings are held the second Tuesday of the month from 6:30 p.m. – 8:00 p.m. at Houligans, 1725 W International Speedway Blvd., Daytona Beach, unless otherwise stated. Individuals may purchase their own dinner at these meetings. Future members – the Chapter would like to buy your first dinner with us to get to know everyone. Guests are welcome to attend two meetings prior to joining. Your Board has decided to go with a hybrid approach to this year's meetings and events. If you want to sponsor or volunteer for 2023, please let Di know! We appreciate your continued support!

May 9 there won't be a meeting due to the Golf Tournament; May 19 is the Annual Golf Tournament – seeking sponsors, teams and support; June 13 is a presentation by **Pentair**; July 11 – enjoy the summer, no meeting! August 8 is a Tabletop & Auction in Palm Coast; September 12 is a safety CE by **Kerry Tait, Insurance by Ken Brown**; October 10 Behind-the-Scenes Tour of Aqua Comfort hosted by **Gorman Company**; November 14 is a presentation by **Jack's Magic**; and December 8 is a Holiday Party / Casino Night.

Please like our Facebook page www.facebook.com/FSPAEastCentralChapter and our Instagram @FSPAEastCentralChapter.

Thank you for your continued support!

Florida Gulf Coast

Chapter Coordinator: Kelly Sauro
(941) 952-9293

FSPAFloridaGulfCoast@FloridaPoolPro.com
www.FSPAGulfCoast.com

Thank you to **Pentair** for sponsoring the Chapter meeting on April 12. **Nestor Reyes, Kevin Burns, Gustavo Mojica** and **Nicky Milosevich** gave an informative presentation. We learned about Pentair's new products including an in-floor cleaning

system. They were able to answer many questions on troubleshooting as well as demo the new products. Congratulations goes to Kristie Larsh, Pool Scouts of Cape Coral, for winning a free Pentair pump!

We are excited about our upcoming Top Golf Event! It will be held Wednesday, May 10 from 6:30 p.m. – 8:30 p.m. at Top Golf Fort Myers. Please mark your calendars and plan to join us for some fun! Watch your inbox for details to register.

The next Chapter meeting is Wednesday, June 14 at 6:30 p.m. at Famous Dave's, Fort Myers. All members are encouraged to attend and we hope to see you there! If you haven't already, please like our Facebook page at FSPA FL Gulf Coast Chapter to keep up with upcoming events and meetings.

Staff from Pentair and the A & E Pools team were at the Florida Gulf Coast Chapter meeting.



Nestor Reyes, Pentair, speaking at the Florida Gulf Coast Chapter meeting.

WELCOME!

New FSPA members

Seacrest Pools, Inc.
Pompano Beach/CPC1457554

Pinch A Penny #141
Lighthouse Point/CPC1460052

Exterior Escapes LLC
Tampa/CPC1458115

Clark's Pools Inc.
Spring Hill/CPC1456583

Pools on the Gulf Jacksonville
Jacksonville/CPC1456765

Float On Pools & Spas
Ormand Beach/Provisional Member

Sand Dollar Pool & Home Service
Jacksonville/CPC1460004

VIP Pools LLC
Gainesville/CPC1457531

Venice Island Pools
Venice/Provisional

Aquatics & Education LLC
Melbourne

Kirsplash LLC
Lake City/CPC056832

Gus No Fuss Pool Service
Marianna/CPC1457025



Florida West Coast

Chapter Coordinator: Malinda Howard
(727) 638-6072
FSPAFloridaWestCoast@FloridaPoolPro.com
www.FSPAWestCoast.com

The Chapter Board met on Tuesday, April 4 at Queen's Pizza in Clearwater. Thank you to **Ian Ferguson** and **Gorman Company** Clearwater for sponsoring the lunch. Thank you also to Casey McGovern with Every Child a Swimmer for being our special guest and updating us on their efforts. The next Chapter Board of Directors Meeting will be held at noon Tuesday, May 2 at the Bayou Club, 7979 Bayou Club Blvd., Largo. Chapter Board of Directors meetings are usually scheduled for the first Tuesday of the month. All Chapter members are welcome to attend. We are always interested in hearing your ideas for Chapter meetings and programs.

There's still time to put your team(s) together for the Florida West Coast Chapter's Annual Golf Tournament! This year's tournament will be held Saturday, May 13, at Lansbrook Golf Club in Palm Harbor. The tournament will begin with a shotgun start at 8:00 a.m. Lunch and awards will follow play. Contact the Chapter office regarding registration. Deadline is Wednesday, May 10.

The FSPA Florida West Coast Chapter was a Gold Sponsor of the Future Builders of America Florida Leadership Summit held at the FFA Leadership Training Center in Haines City, April 20-23. Thank you to **Rick Howard**, **Ricks Pool Service**, and **Richard Moseley**, **Holland Pools & Spas**, for representing the FSPA, teaching a class on the various career opportunities within the pool industry, and to **Fluidra** for providing technology/training equipment.

Manasota

Chapter Coordinator: Sonja Dickey
(941) 952-9293
FSPAManasota@FloridaPoolPro.com
www.FSPAManasota.com

The Chapter would like to welcome **Venice Island Pools** as our newest Chapter members. We are excited to have you be a part of our Chapter!

On April 11 we welcomed Sr. Dir. of

Government Affairs Dallas Theisen to teach a CE class on alternative dispute resolution and arbitration at the FSPA T.E.C. Center. Thank you, Dallas!

Pool Corp presented the Chapter's annual Golf Tournament on April 29 at Legacy Golf Club. Thank you to our sponsors who helped make this event such a success: **Aqua Leak Detection, Ben Brown Insurance, Better Pools & Spas, Built Right Pool Heaters, Century, Diamond Brite, Galaxy Pools, Gorman, Hayward, HornerXpress, Kimes Engineering, Ledge Lounger, Lo-Chlor, Mirasol Solar, National Pool Route Sales, New Dawn Electric, Odyssey Mfg., Pentair, Performance Link, Premix Marbletite, Red Rhino, SCP, Signet Pools, Sparkling Kleen, Stenner Pump, and Universal White Cement.** Pictures will be shared and winners announced on our Chapter Facebook page and in our June Chapter news.

In honor of Water Safety Month, the Chapter Board would like to share with its members that we are providing free swim lessons to the summer camp kids at RL Taylor Community Center and Palmetto Youth Center. Participating in our annual golf tournament and pig roast help fund this program to take place. Thank you!

Mark your calendar for June 23! IPSSA's table top is back at the Shriners on Beneva! Watch your inbox for more information.

Things are getting exciting! Last week we had the pleasure of touring the Manatee County, Florida Government Lincoln



The Manasota Chapter visited the Lincoln Aquatic Center in Palmetto. Pictured from left to right are: Steve Litschauer, Emergency Management Chief; Chet Brown, Chief; Reggie Bellamy, Palmetto Youth Center Executive Director; John Linxwiler, Captain Water Safety Division Public Safety Dept. Manatee County Government; Sonja Dickey, FSPA Manasota Chapter Coordinator; FSPA Manasota Chapter President Todd Starner; Starner Brothers Pools; and John Ellsworth, AquaTech Pools GC.



The Manasota Chapter held a CPR certification class as a free meeting for members!



Aquatic Center in Palmetto. With the help of Florida Swims Foundation and Every Child A Swimmer we will be providing free swim lessons for all of the 2023 Palmetto Youth Center summer camp kids! Interested in helping raise more funds for this program, join us at our golf tournament on April 29! Send in the registration form pictured below. See you there!

As an added Chapter member benefit, at the end of March our members got CPR certified! Thank you CMR CPR Sarasota for preparing us to help save lives!

The next Chapter Board meeting, which all members are encouraged to attend, is Tuesday, May 9 at 5:00 p.m. at the FSPA T.E.C. Center, 2555 Porter Lake Dr., Ste. 104, Sarasota.

Your 2023 Board is working on exciting and educational events. Please let us hear from you with any suggestions for speakers or events. If you haven't already, please like our Facebook page at FSPA Manasota Chapter to keep up with upcoming events and meetings.

North Central Florida

Chapter Coordinator: Sonja Dickey
(941) 952-9293
FSPANorthCentralFlorida@FloridaPoolPro.com
www.FSPANorthCentral.com

The Chapter's 2nd annual Sporting Clay Shoot was a hit! Thank you to all of our sponsors and teams for making it a success. Proceeds benefit education and safety around water with an emphasis

on providing free swim lessons for local families that otherwise could not afford them. We look forward to next year!

On April 19, **Kerry Tait, Insurance** by **Ken Brown**, taught a CE course on workers' compensation at Blue Gill Quality Foods. Thank you, Kerry! We appreciate you in this small group atmosphere!

The Chapter will not have a meeting in May. Enjoy!

Save the date for July 19 for the CE class Can I Do That? Swimming Pool License Scopes of Work & Limitations (CILB #0613681, 1 hr., meets L&R, Florida Pool & Spa Association d/b/a Florida Swimming Pool Association CILB Providership #0000917) with Dallas Theisen, FSPA Sr. Dir. of Government Affairs, at **SCP** - Ocala. Watch your inbox for details soon.

The next Board meeting, which all members are encouraged to attend, will be June 14 at 7:00 p.m. via zoom (meeting

ID: 698 085 1212, password: 1234). Look forward to seeing you on the call.

Your 2023 Board of Directors are working on exciting and educational events. Please let us hear from you with any suggestions for speakers or events. If you haven't already, please like our Facebook page at FSPA North Central Chapter to keep up with upcoming events and meetings.

Northeast Florida

Chapter Coordinator: Debi Garner
(941) 952-9293
FSPANortheastFlorida@FloridaPoolPro.com
www.FSPANortheast.com

No news this month.

Palm Beach

Chapter President: Ed Morse
(954) 723-0937
FSPAPalmBeach@FloridaPoolPro.com
www.FSPAPalmBeach.com

No news this month.

Space Coast

Chapter President: Eva Adcock
State office: (866) 930-3772
FSPASpaceCoast@FloridaPoolPro.com
www.FSPASpaceCoast.com

The Space Coast Chapter would like to welcome **Aquatics & Education LLC** as a new member to our Chapter. **Brooke Bothun** owns **Aquatics & Education LLC** and will be assisting us with swim lessons. She has already hit the floor running and

has been attending our monthly morning meetings. Please come welcome this exciting "go-getter" at our next meeting at Niki's Family Restaurant, 6947 N Wickham Road, Melbourne. We will meet at 8:00 a.m. Thursday, May 18 and breakfast is free. We would like to thank **Brett Scully, Vero Pools**, for his generous donation of breakfast each month.

Tampa Bay

Chapter Coordinator: Michelle Gilbertson
(813) 546-4887
FSPATampaBay@FloridaPoolPro.com
www.FSPATampaBay.com

Save the date! Friday, November 3 will be the Tampa Bay Chapter Clay / Skeet Shoot at Tampa Bay Sporting Clay, 10514 Ehren Cutoff, Land O' Lakes.

Monthly Chapter meetings are held the second Wednesday of each month from 4:30 p.m. - 6:00 p.m. at Zydeco Brew Werks, 1902 E Seventh Ave., Tampa (unless otherwise advised). All members are welcome to attend and provide any information / feedback to help improve our Chapter.

If you need assistance from us, please email questions to the email in the Chapter news heading.

Treasure Coast

Chapter Volunteer: Ericka Villegas
State office: (866) 930-3772
FSPATreasureCoast@FloridaPoolPro.com
www.FSPATreasureCoast.com

No news this month.



The North Central Florida Chapter held its 2nd Annual Sporting Clay Shoot and had a great time!

Public Pool Drain Covers

As we enter the summer season, please be mindful of the importance of compliant drain covers.

The U.S. Consumer Product Safety Commission has drafted a letter you can use, or disseminate, that may be useful in checking the compliance of the pools you visit or inspect.

The letter can be found at industry.floridapoolpro.com/NewsEvents/FSPABlog.aspx

CALENDAR

May 2023

- 2 FSPA Florida West Coast Chapter Board Meeting
12:00 p.m. Queen's Pizza, 1834 N. Belcher Rd., Clearwater
- 6 FSPA Charlotte Harbor Chapter Golf Tournament
8:00 a.m. Heron Creek Golf Course
- 10 FSPA Florida Gulf Coast Chapter Top Golf Event
6:30 p.m. - 8:30 p.m. Top Golf, Fort Myers
- 11-13 **Florida Public Pool Specialist Certification Course**
Thurs. and Fri. 5:00 p.m. - 9:00 p.m. / Sat. 8:00 a.m. - 5:00 p.m.
8608 Beach Blvd., Jacksonville, FL
- 12 FSPA Tampa Bay Chapter Meeting
4:30 p.m. - 6:00 p.m.
- 4 FSPA Florida West Coast Chapter Annual Golf Tournament
8:00 a.m. Lansbrook Golf Club, Palm Harbor
- 18 FSPA Space Coast Chapter Meeting
8:00 a.m. Niki's Family Restaurant, 6947 N. Wickham Rd., Melbourne
- 19 FSPA Broward Chapter Meeting for Water Safety Month
6:30 p.m. - 8:30 p.m. AquaChamps Swim School
- 19 FSPA East Central Florida Chapter's Annual Golf Tournament
12:00 p.m.
Halifax Plantation
- 26 **LP Gas Laws & Rules**
12:00 p.m. - 4:00 p.m. FSPA T.E.C. Center, 2555 Porter Lake Dr., Ste. 104
- 31 FSPA Central Florida Chapter
5:00 p.m. Board Meeting
6:00 p.m. LP Gas Class
HornerXpress - Longwood

June 2023

- 6 FSPA Florida West Coast Chapter Board Meeting
12:00 p.m. Queen's Pizza, 1834 N. Belcher Rd., Clearwater
- 9-10 **FSPA State Board of Directors Meeting**
Don CeSar, St. Pete Beach
- 13 FSPA East Central Florida Chapter Meeting
6:30 p.m. - 8:00 p.m.
Houligans, 1725 W International Speedway Blvd., Daytona Beach
- 14 FSPA Charlotte Harbor Chapter
5:00 p.m. Board Meeting
6:00 p.m. CE Course on dispute resolution
Pioneer Pizza, Port Charlotte
- 12 FSPA Florida Gulf Coast Chapter Meeting
6:30 p.m. Famous Dave's, Ft. Myers
- 14 FSPA North Central Florida Chapter Board Meeting
7:00 p.m. zoom call (ID 698 085 1212 / password 1234)

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