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<p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p> <p>6 JACKSONVILLE HOUSING AUTHORITY BOARD OF COMMISSIONERS</p> <p>7 HUMAN RESOURCES COMMITTEE MEETING</p> <p>8</p> <p>9</p> <p>10 TAKEN: Wednesday, September 20, 2023</p> <p>11 TIME: 9:07 a.m. to 9:19 a.m.</p> <p>12 PLACE: Jacksonville Housing Authority</p> <p>13 1300 North Broad Street</p> <p>14 Jacksonville, Florida 32202</p> <p>15 and via videoconference</p> <p>16</p> <p>17 Taken by Carol DeBee Martin, court reporter.</p> <p>18</p> <p>19</p> <p>20 Carol DeBee Martin</p> <p>21 Jacksonville Court Reporting, Inc.</p> <p>22 1620 Bartram Road, Apt. 6111</p> <p>23 Jacksonville, Florida 32207</p> <p>24 (904) 465-0787 (cell)</p> <p>25 debeemartin@aol.com</p>	<p>1 PROCEEDINGS</p> <p>2 September 20, 2023 9:07 a.m.</p> <p>3 CHAIRMAN WALKER: Good morning, teams.</p> <p>4 I'm checking in to see if you guys can hear</p> <p>5 me okay.</p> <p>6 CEO: Yes.</p> <p>7 Just so you know, I talked to General Counsel</p> <p>8 this morning. Mr. Griggs will not be on the</p> <p>9 board. They had approved his replacement.</p> <p>10 So it's just Commissioner Brock here in the room</p> <p>11 with us, but we just have that one agenda item</p> <p>12 that you spoke on at the last meeting with the</p> <p>13 leave sell-back.</p> <p>14 Andre won't be here, and --</p> <p>15 CHAIRMAN WALKER: Yes.</p> <p>16 CEO: -- Heather wouldn't be here. So it's</p> <p>17 just you and Commissioner Brock, and it's just</p> <p>18 basically what you kicked back to the HR Committee</p> <p>19 to make it a policy.</p> <p>20 I talked to General Counsel, and they just</p> <p>21 suggested that -- I told them the meeting would be</p> <p>22 -- I didn't anticipate the meeting being that</p> <p>23 long.</p> <p>24 And she just said to make sure that whatever</p> <p>25 this is is going to be policy. Just send it over</p>
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<p>1 APPEARANCES:</p> <p>2 DWAYNE ALEXANDER, PRESIDENT/CEO</p> <p>3 COMMISSIONER HARRIET BROCK</p> <p>4 KORT PARDE, ESQUIRE</p> <p>5 EVANN MORRIS</p> <p>6 ANTONIO PEREZ</p> <p>7 DENNIS LOHR, CFO</p> <p>8 TODD AUBUCHON</p> <p>9 DANIEL MITCHELL</p> <p>10 LINDA SIMS</p> <p>11 CORDELIA PARKER</p> <p>12 CATHY HUNT</p> <p>13 VANESSA DUNN</p> <p>14 GREGORY WILLIAMS</p> <p>15 LAILA DARBY</p> <p>16</p> <p>17 (VIA VIDEOCONFERENCE)</p> <p>18 CHAIRMAN CHRISTOPHER WALKER</p> <p>19 CRYSTAL BLACKMER (HR at Metro)</p> <p>20</p> <p>21 ---</p> <p>22</p> <p>23</p> <p>24</p> <p>25</p>	<p>1 to OGC so they can put eyes on it so they can</p> <p>2 speak to it when they get back to the full board</p> <p>3 meeting.</p> <p>4 CHAIRMAN WALKER: Okay. That sounds good.</p> <p>5 Well, since I'm not in the room, Commissioner</p> <p>6 Brock, would you mind running the agenda at the</p> <p>7 meeting this morning?</p> <p>8 COMMISSIONER BROCK: Yes, sir.</p> <p>9 Are you ready?</p> <p>10 CEO: Yes.</p> <p>11 COMMISSIONER BROCK: I would like to call</p> <p>12 this Board of Commissioners Human Resources</p> <p>13 Committee Meeting to order at 9:07.</p> <p>14 CEO: Yes.</p> <p>15 COMMISSIONER BROCK: Public comments?</p> <p>16 (no response)</p> <p>17 COMMISSIONER BROCK: Since it's just me and</p> <p>18 Chair Walker, I don't think we can get an approval</p> <p>19 for the minutes.</p> <p>20 Can we?</p> <p>21 CEO: No. Chris is not here.</p> <p>22 COMMISSIONER BROCK: Right.</p> <p>23 CEO: So, if you are here, it has to be --</p> <p>24 I guess he could.</p> <p>25 COMMISSIONER BROCK: We can get an approval</p>

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<p>1 for the minutes?  2 CEO: Two is a quorum.  3 COMMISSIONER BROCK: Right.  4 CEO: But I don't know if he has to  5 physically be here.  6 COMMISSIONER BROCK: Yeah. I don't know  7 either.  8 Do you want to pass?  9 CHAIRMAN WALKER: I would defer the item,  10 Commissioner Brock.  11 COMMISSIONER BROCK: All right.  12 CHAIRMAN WALKER: Yes.  13 COMMISSIONER BROCK: Okay. We're going to  14 defer the minutes. We're going to get right into  15 the agenda with the CEO.  16 CEO: So, thank you.  17 COMMISSIONER BROCK: Okay. Go ahead.  18 CEO: Thank you, Commissioner.  19 So two things we have briefly on the agenda.  20 One of them was the discussion of a union wage  21 reopener. I guess because we don't -- I guess  22 that can go back to the board, if that's the  23 desire of the Chair, to bring that back through  24 and have the discussion there.  25 They originally kicked it back to the</p>	<p>1 but he's not physically here. I don't know the  2 restraints of that, but the recommendation --  3 you can give your consent --  4 COMMISSIONER BROCK: Okay.  5 CEO: -- and technically speak to it.  6 Then that way we can go take it back to the board  7 meeting and say that we met.  8 COMMISSIONER BROCK: Okay.  9 CEO: And it was only you and Commissioner  10 Walker there, as Chairman, and we can make the  11 decision on that.  12 COMMISSIONER BROCK: Well, I am definitely --  13 even though we had discussion in our last meeting,  14 I'm in agreement of the sell-back for the staff.  15 So those are my comments, that I definitely would  16 be in agreement that we would make this a policy  17 so that the staff will know moving forward that we  18 don't have to keep coming back every year.  19 CEO: And, thank you, Commissioner.  20 I think that was the sentiments of all of the  21 commissioners, for the most part.  22 COMMISSIONER BROCK: Right.  23 CEO: But, just following process, I think  24 Chairman Walker wanted to bring it back here --  25 CHAIRMAN WALKER: Yes.</p>
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<p>1 HR Committee. We did do our research.  2 CHAIRMAN WALKER: Yes.  3 CEO: Did you say something, Commissioner?  4 CHAIRMAN WALKER: No. Go ahead, Dwayne.  5 I'm sorry. Apologies.  6 CEO: Yes. I think we can hold that over to  7 the board meeting so we can have full discussion  8 on it. I assumed there wouldn't be any decision  9 on that today.  10 The other thing was the resolution with the  11 annual leave. We provide staff the opportunity to  12 have leave sell-back each year.  13 Chairman Walker mentioned that that should  14 actually go to the HR Committee. So we brought it  15 back to the HR Committee. He felt as though it  16 should go to the HR Committee and have that  17 approved and make it policy prior to bringing it  18 back to the board meeting.  19 So we're having the meeting so we can get  20 approval to move this just to a personnel policy.  21 COMMISSIONER BROCK: So hearing what you're  22 saying, Mr. Alexander -- so, do we need to wait  23 for the board meeting since we only have one  24 commissioner present and one online?  25 CEO: Well, technically, it's a quorum,</p>	<p>1 COMMISSIONER BROCK: Yes.  2 CEO: -- for process.  3 CHAIRMAN WALKER: So, Dwayne --  4 CEO: Yes.  5 CHAIRMAN WALKER: -- while we're in  6 committee, Mr. Alexander, I think my big  7 question on this really was just -- it's going to  8 be an annual sell-back.  9 CEO: Yes.  10 CHAIRMAN WALKER: And we already have  11 policies and procedures in place with, you know,  12 what that looks like, correct?  13 CEO: That is correct, sir.  14 CHAIRMAN WALKER: And, are we attaching --  15 I'm sorry. I'm driving. So it's not the  16 greatest.  17 But, are we attaching those policies and  18 procedures to the resolutions --  19 CEO: Yes --  20 CHAIRMAN WALKER: -- stating that these are  21 the policies?  22 CEO: -- yes, sir. That's correct.  23 CHAIRMAN WALKER: Great. I'm in favor of  24 this. I think it makes a lot of sense.  25 Thank you for whoever is running that. I think it</p>

<p style="text-align: right;">Page 9</p> <p>1 makes a lot of sense.</p> <p>2 I just wanted to double-check that, but,</p> <p>3 you know, I'd be in favor in recommending and</p> <p>4 moving this to full board approval, Commissioner</p> <p>5 Brock, if you are.</p> <p>6 COMMISSIONER BROCK: Yes, I am.</p> <p>7 CHAIRMAN WALKER: Okay. If you could,</p> <p>8 just have it reviewed by OGC, Mr. Alexander,</p> <p>9 before the board meeting so that they sign off on</p> <p>10 it. That would be much appreciated.</p> <p>11 CEO: For sure. Yes, sir.</p> <p>12 CHAIRMAN WALKER: Speaking of -- go ahead,</p> <p>13 Commissioner Brock. You're running the meeting.</p> <p>14 Go ahead. So I'm in favor.</p> <p>15 COMMISSIONER BROCK: Okay. Yeah. That was</p> <p>16 where we was at. We were with the sell-back.</p> <p>17 And so, did you have -- we're getting ready</p> <p>18 now for -- was there anything else, Mr. Alexander,</p> <p>19 before we go to closing?</p> <p>20 CEO: No.</p> <p>21 COMMISSIONER BROCK: Okay.</p> <p>22 Did you want to just say something,</p> <p>23 Chair Walker?</p> <p>24 CHAIRMAN WALKER: Yes. I have two other</p> <p>25 points, Dwayne, that I want to bring up to the</p>	<p style="text-align: right;">Page 11</p> <p>1 have a wage reopener and be able to discuss that.</p> <p>2 Because last year we gave a 3-percent</p> <p>3 increase in it. The Social Security cost of</p> <p>4 living was about 5.7, and then this year it's up</p> <p>5 to 8.9 or 8.7. And they're at 3 percent.</p> <p>6 So they asked, out of courtesy, could they</p> <p>7 have a wage reopener and be able to discuss</p> <p>8 possibly changing the cost of living.</p> <p>9 That does not have anything to do with the</p> <p>10 performance increases that folks earn all through</p> <p>11 the year. It's just the cost of living increases</p> <p>12 that we have agreed to for the last couple years.</p> <p>13 And we did do a financial analysis of the</p> <p>14 impact it would have on the agency if we were to</p> <p>15 pay everyone at the level of what the full cost of</p> <p>16 living was, and we also looked at, if we didn't</p> <p>17 pay at that level, what it would be at another</p> <p>18 level.</p> <p>19 CHAIRMAN WALKER: Right. So, is there sense</p> <p>20 to do just a wage reopener and negotiate this and</p> <p>21 then -- I think the current bargaining is up,</p> <p>22 again, for renegotiation in '24, or is '25?</p> <p>23 I forget which year it is.</p> <p>24 CEO: It's '24. That's correct.</p> <p>25 CHAIRMAN WALKER: '24?</p>
<p style="text-align: right;">Page 10</p> <p>1 HR Committee.</p> <p>2 The first is on this reopening wage</p> <p>3 negotiations -- I just -- I'm still not clear,</p> <p>4 and I think what I wanted to kick this back to the</p> <p>5 HR Committee for was I'm just still not clear what</p> <p>6 the implications of this are.</p> <p>7 Do we know?</p> <p>8 CEO: Yes.</p> <p>9 CHAIRMAN WALKER: Meaning, is it just wage?</p> <p>10 Are we renegotiating the whole thing, again?</p> <p>11 Can we just renegotiate the whole thing,</p> <p>12 again, so we don't have to pay twice?</p> <p>13 You know, what do we think is the</p> <p>14 appropriate, you know, executive level move here?</p> <p>15 CEO: So, thank you, Commissioner Walker.</p> <p>16 Typically, this normally happens when we have</p> <p>17 situations similar to this. It may be the first</p> <p>18 time for us having a wage reopener. I'm not aware</p> <p>19 if they had a wage reopener in the past.</p> <p>20 But the cost of living has changed</p> <p>21 drastically over the last two years.</p> <p>22 In an agreement, we agreed upon 3 percent,</p> <p>23 which is sort of way below what the Social</p> <p>24 Security level cost of living is, and the union</p> <p>25 brought it to our attention that they wanted to</p>	<p style="text-align: right;">Page 12</p> <p>1 CEO: Yes.</p> <p>2 CHAIRMAN WALKER: So my big question, Dwayne,</p> <p>3 for you and for, you know -- really for you is,</p> <p>4 I mean, if we're going to go through the wage</p> <p>5 reopener, right, and spend the dollars on outside</p> <p>6 counsel and legal and the time and brain damage,</p> <p>7 should we just renegotiate the package now?</p> <p>8 CEO: I think it would be simpler just to do</p> <p>9 the wage reopener for cost of living now.</p> <p>10 CHAIRMAN WALKER: Okay.</p> <p>11 CEO: Over the last several years,</p> <p>12 since we have been doing those negotiations,</p> <p>13 they have been very quick and fast, because we</p> <p>14 basically staffed on the labor work up-front.</p> <p>15 And the union has done their labor work, as well.</p> <p>16 So, whether we spend the money now for</p> <p>17 attorneys or later, that cost has drastically been</p> <p>18 down to a minimum.</p> <p>19 CHAIRMAN WALKER: Okay. So, do the wage</p> <p>20 reopener, spend the dollars now to figure out</p> <p>21 that, and then, when the full agreement comes up</p> <p>22 for, you know, bargaining negotiation, we do that</p> <p>23 then.</p> <p>24 CEO: Yes, sir.</p> <p>25 CHAIRMAN WALKER: Okay. I'm indifferent.</p>


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1 I mean that's really what I wanted to understand.  
 2 What do you think is the best process here?  
 3 So I'm good with that, Dwayne. I'm good with  
 4 that.  
 5 CEO: Okay. That's good. I appreciate it.  
 6 COMMISSIONER BROCK: Was those all of your  
 7 comments, Commissioner Walker?  
 8 CHAIRMAN WALKER: No. One more on the  
 9 HR Committee.  
 10 Where is our attorney, Mr. Alexander?  
 11 CEO: We are still working on that.  
 12 We're getting pretty close. We have a laundry  
 13 list of all the items that you requested,  
 14 and we have, for the most part, all of them done.  
 15 We're just trying to tweak it and make sure we  
 16 have it all ready for your board meeting.  
 17 CHAIRMAN WALKER: Perfect.  
 18 Completely off topic, would you want to try  
 19 and do a board agenda call tomorrow or Friday just  
 20 to wrap that up --  
 21 CEO: For sure --  
 22 CHAIRMAN WALKER: -- for Tuesday?  
 23 CEO: -- yes. We have the Finance Committee  
 24 tomorrow. Thursday would be excellent. We can  
 25 tighten everything up for Tuesday. Yes, sir.

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1 CHAIRMAN WALKER: Perfect. That would be  
 2 great.  
 3 CEO: Excellent.  
 4 CHAIRMAN WALKER: Commissioner Brock,  
 5 I have nothing else.  
 6 COMMISSIONER BROCK: Okay. Thank you so  
 7 much, Chair Walker. We appreciate your comments.  
 8 Mr. Alexander, thank you for your  
 9 presentation, and I want to thank Ms. Kort for all  
 10 the work that she's done on this putting together  
 11 this resolution and the policy.  
 12 With that being all, we'll close the meeting  
 13 out.  
 14 CEO: Thank you, ma'am.  
 15 COMMISSIONER BROCK: It's adjourned.  
 16 (Whereupon, the proceedings in the  
 17 above-titled cause concluded at 9:19 a.m.)  
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1 CERTIFICATE  
 2 STATE OF FLORIDA )  
 3 COUNTY OF DUVAL )  
 4 I, Carol DeBee Martin, Certified Court  
 5 Reporter and Notary Public, certify that I was  
 6 authorized to and did stenographically report  
 7 to the best of my ability the foregoing proceedings  
 8 and that the transcript is a true and complete record  
 9 of my stenographic notes.  
 10 Dated this 3rd day of October, 2023.  
 11  
 12   
 13  
 14 Carol DeBee Martin  
 15 Notary Public State of Florida  
 16 My Commission: HH 038064  
 17 Expires: 12-29-2024  
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