

<5-17-2024 JHA BOC HR Committee Meeting>

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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: Friday, May 17, 2024</p> <p>11 TIME: 9:01 a.m. to 10:33 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 Taken by Carol DeBee Martin, court reporter.</p> <p>16</p> <p>17</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 May 17, 2024 9:01 a.m.</p> <p>3 CHAIRWOMAN REYES: All right. Good morning,</p> <p>4 everyone.</p> <p>5 PEOPLE: Good morning.</p> <p>6 CHAIRWOMAN REYES: Happy Friday.</p> <p>7 COMMISSIONER BROCK: Happy Friday.</p> <p>8 CHAIRWOMAN REYES: I will call the meeting to</p> <p>9 order at 9:01.</p> <p>10 All right. So, did everybody get a chance to</p> <p>11 review the minutes from the last April meeting?</p> <p>12 (nodded heads affirmatively)</p> <p>13 CHAIRWOMAN REYES: Okay. Can I get a motion?</p> <p>14 COMMISSIONER WEATHERBY: I make a motion.</p> <p>15 COMMISSIONER BROCK: I make a motion.</p> <p>16 CHAIRWOMAN REYES: Okay. I think</p> <p>17 Commissioner Weatherby was first.</p> <p>18 And then, can I get a second?</p> <p>19 COMMISSIONER BROCK: Second.</p> <p>20 CHAIRWOMAN REYES: Commissioner Brock,</p> <p>21 thank you.</p> <p>22 Any discussion on them?</p> <p>23 (no response)</p> <p>24 CHAIRWOMAN REYES: I would like to just make</p> <p>25 some comments, because I know that we have an</p>
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<p>1 APPEARANCES:</p> <p>2 CHAIRWOMAN ANDREA REYES</p> <p>3 COMMISSIONER HARRIET BROCK</p> <p>4 COMMISSIONER HEATHER HOROVITZ</p> <p>5 COMMISSIONER LISA STRANGE WEATHERBY</p> <p>6 COMMISSIONER HANK ROGERS</p> <p>7 VANESSA DUNN, ACTING PRESIDENT/CEO</p> <p>8 ANTONIO PEREZ</p> <p>9 EVANN MORRIS</p> <p>10 KORT PARDE, CAO</p> <p>11 LINDA FITZGERALD</p> <p>12 HARRY M. "REECE" WILSON, ESQUIRE (OGC)</p> <p>13 ADINA TEODORESCU, ESQUIRE (OGC)</p> <p>14 CRYSTAL BALCKMER</p> <p>15 INEEDA JACOBS</p> <p>16 ERICA TORPE</p> <p>17 TODD AUBUCHON</p> <p>18 ---</p> <p>19</p> <p>20</p> <p>21</p> <p>22</p> <p>23</p> <p>24</p> <p>25</p>	<p>1 agenda. The HR Committee has been tasked with a</p> <p>2 pretty heavy agenda.</p> <p>3 Oh, and, just for the record, Commissioner</p> <p>4 Horovitz is just running a little bit late.</p> <p>5 So, for the minutes, I just had a couple</p> <p>6 comments, because, like I said, the HR Committee</p> <p>7 has been tasked with a lot of little tasks.</p> <p>8 And so I just don't want things to get lost.</p> <p>9 From the last meeting that we had,</p> <p>10 we had a lot of conversation. I feel like it was</p> <p>11 a very productive meeting for the board.</p> <p>12 There were a lot of ideas and suggestions that</p> <p>13 were tossed around.</p> <p>14 And so, just kind of reviewing the minutes,</p> <p>15 I want to make sure that we have, you know,</p> <p>16 that working list that Kort and I discussed,</p> <p>17 and so I just want to make sure that we're not</p> <p>18 forgetting certain details.</p> <p>19 So I know that we talked about --</p> <p>20 there's a worklist, and so we have a Governance</p> <p>21 Committee and a Compliance Committee that has not</p> <p>22 been filled at this point. So the HR Committee is</p> <p>23 keeping track of some of these ideas that are</p> <p>24 coming up.</p> <p>25 So I just wanted to make sure that's being</p>

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<p>1 added onto our worklist, Kort, because I didn't 2 see it in what was sent.</p> <p>3 I think one of the examples was the situation 4 where commissioners need to decline invitations, 5 and that went to the Compliance Committee. 6 The previous committee meeting had talked about 7 submissions for the Governance Committee. 8 So, if we can, just recap that and make sure 9 that we are adding that into the appropriate 10 committee that it should go to.</p> <p>11 Also, I think because -- and we're going to 12 talk about the RFPs for the CEO and pay, 13 pay structure, equity and culture surveys that are 14 being done. I just want to make sure that those 15 are a standing part of our meeting.</p> <p>16 So I don't know if that needs to be standing 17 with the HR Committee or if it should be standing 18 with the general board meeting. Meaning you guys 19 provide a report to the board as to the status of 20 that.</p> <p>21 So any thoughts for the board on where we 22 would prefer the administration to report to us 23 about process of the RFPs or where we're at with 24 them?</p> <p>25 Would that be more appropriate for the</p>	<p>1 reporting to the appropriate person?</p> <p>2 We discussed the six-month employee reviews 3 with an anonymous peer feedback, and then that 4 included executive management positions. 5 And then, who was in charge of measurable 6 setting?</p> <p>7 So those are some of the things that we want 8 to make sure are included in the studies.</p> <p>9 MS. PARDE: To the Chair, I was going to put 10 that on next month's agenda.</p> <p>11 CHAIRWOMAN REYES: Okay. Perfect. 12 Because there was a lot of conversation in the 13 last meeting. I think it was probably one of our 14 most productive meetings. So I just want to make 15 sure it was noted.</p> <p>16 Okay. Commissioner Brock, yes.</p> <p>17 COMMISSIONER BROCK: Madam Chair, I just got 18 a question to your first statement. 19 Do you know how long it's going to be before 20 we actually put it out for the CEO?</p> <p>21 CHAIRWOMAN REYES: I believe the RFP was 22 already signed and already sent.</p> <p>23 COMMISSIONER BROCK: Okay.</p> <p>24 CHAIRWOMAN REYES: So I think it's already 25 been made public.</p>
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<p>1 HR Committee or for the general board?</p> <p>2 Yes. Commissioner Brock.</p> <p>3 COMMISSIONER BROCK: Madam Chair, it probably 4 would be good for the HR and then go to the 5 general board.</p> <p>6 CHAIRWOMAN REYES: So for both?</p> <p>7 COMMISSIONER BROCK: Uh-huh.</p> <p>8 CHAIRWOMAN REYES: Okay. I'm okay with 9 that.</p> <p>10 Is that good for everyone?</p> <p>11 That way, you know, it's just a standing 12 conversation that we have in all agendas so that 13 we're discussing it.</p> <p>14 COMMISSIONER ROGERS: Yes.</p> <p>15 COMMISSIONER WEATHERBY: Yes.</p> <p>16 COMMISSIONER BROCK: Okay. 17 (Commissioner Horovitz entered the room.)</p> <p>18 CHAIRWOMAN REYES: Okay. Very good.</p> <p>19 And let's see. For the studies, I know 20 we've also talked about some things that we want 21 to make sure are included, and so, again, I want 22 to make sure we're adding that.</p> <p>23 For the pay culture study, we talked about 24 the reporting structures, right?</p> <p>25 Does it make sense whether a person is</p>	<p>1 COMMISSIONER BROCK: So it is out there?</p> <p>2 CHAIRWOMAN REYES: Yes, ma'am.</p> <p>3 COMMISSIONER BROCK: Where do they find it 4 at?</p> <p>5 CHAIRWOMAN REYES: So, Ms. Dunn, would you 6 like to speak on that?</p> <p>7 MS. PARDE: Through the Chair, so both the 8 CEO and the comp culture pay equity study had both 9 been posted there on our website, as well as 10 being posted -- I'm sorry. I apologize.</p> <p>11 Through the Chair, they are both posted on 12 our E-procurement website -- there is a link on 13 our website to that -- as well as they're posted 14 in the newspapers.</p> <p>15 I don't have that knowledge off the top 16 of my head which paper that had to be posted, 17 but the compensation and pay equity and culture 18 one went out on the 15th, which was Wednesday. 19 And then the CEO RFP went out yesterday, 20 the 16th.</p> <p>21 CHAIRWOMAN REYES: Okay. Thank you.</p> <p>22 COMMISSIONER BROCK: Thank you, Madam Chair.</p> <p>23 CHAIRWOMAN REYES: All right. So we're going 24 to open to public comments in person or online. 25 (no response)</p>

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<p>1 CHAIRWOMAN REYES: All right. Hearing none, 2 we'll continue. 3 I'll move my Chair Comments to the end. 4 Regarding the Tuition Reimbursement Policy 5 with Commitment, the Office of General Counsel 6 has asked us to table this at this point for 7 right now. 8 Please email Ms. Adina, who is our 9 employment attorney for the OCG the actual form 10 of that -- that tuition form. 11 Can you please email that to her so she can 12 review it? 13 We just have to make sure that it's in line 14 with federal law, as well. 15 MS. PARDE: Through the Chair, absolutely. 16 CHAIRWOMAN REYES: Okay. All right. 17 Wonderful. 18 So the next agenda item is the -- 19 COMMISSIONER ROGERS: Can I ask, through the 20 Chair, real quick on the tuition reimbursement? 21 I didn't ask this. 22 CHAIRWOMAN REYES: Sure. 23 COMMISSIONER ROGERS: Real quick. Is this a 24 -- thank you. Real quick. I know we're not going 25 to discuss it today, but, is this a new policy,</p>	<p>1 I would like to see. 2 MS. DUNN: Okay. 3 COMMISSIONER ROGERS: Thank you. 4 CHAIRWOMAN REYES: Okay. So we'll request 5 the original for them. 6 Commissioner Horovitz. 7 COMMISSIONER HOROVITZ: Thank you. 8 To the Chair, I know we have a policy at my 9 employer. It feels like something that we could 10 look at best practices at other organizations and 11 just model after. 12 I think every organization would have that 13 challenge that, "You get all this education, 14 and then you leave." 15 I mean I think it's a risk that you have to 16 bear, because you can't not incentivize your 17 current employees to grow in the organization. 18 But I think it's probably just changing some 19 language to match others. 20 CHAIRWOMAN REYES: Right. Yes. And I think 21 that's the purpose of doing the commitment 22 language. 23 Commissioner Weatherby, in JEA, do you 24 remember anything about this -- what their policy 25 was?</p>
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<p>1 or is this a revised policy that's coming before 2 us? 3 Because, if so, then I would like to see the 4 original. 5 CHAIRWOMAN REYES: It is a standing policy 6 that the agency has had. I believe Ms. Dunn had 7 spoken about it. It has only been used very 8 scarcely. 9 COMMISSIONER BROCK: Yeah. 10 CHAIRWOMAN REYES: I think you mentioned 11 there was one or two individuals that have 12 utilized it. 13 MS. DUNN: Yes. One individual in particular 14 received her degree this time last year, 15 and, by December 31st, she was submitting her 16 resignation. 17 So there has been a lot discussion back and 18 forth about adding the commitment clause, 19 and I believe what you have in front of you is the 20 original. 21 MS. PARDE: (shook head negatively) 22 MS. DUNN: No. That's the draft. 23 COMMISSIONER ROGERS: Okay. 24 MS. DUNN: And we can get you the original. 25 COMMISSIONER ROGERS: Okay. That's what</p>	<p>1 Sorry to put you on the spot. 2 COMMISSIONER WEATHERBY: No. That's okay. 3 Not specifically. I don't recall it coming up, 4 but I know, in business, there usually is a 5 commitment policy. Because, you know, people get 6 time off work, and they get -- you know, it's 7 pretty pricey -- 8 CHAIRWOMAN REYES: Yes. 9 COMMISSIONER WEATHERBY: -- to the 10 organization. And then, you know, they just up 11 and leave right away. I think we just need to 12 have a commitment policy. 13 CHAIRWOMAN REYES: Correct. And I think the 14 issue is whether, because it is a public agency 15 -- whether or not we would be -- and we receive 16 federal funding whether or not it would be in 17 violation of any federal employment law. 18 So that's what the Office of General Counsel 19 will be looking into. 20 Would we be able to get this information by 21 the next HR Committee Meeting? 22 MS. TEODORESCU: Yes. Absolutely. 23 CHAIRWOMAN REYES: Okay. Thank you very 24 much. 25 All right. The next agenda item is the</p>

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<p>1 In-House Legal Counsel.</p> <p>2 So, Commissioner Horovitz, in the last</p> <p>3 board meeting, you had brought up that the agency</p> <p>4 does have a lot of attorneys. We have a lot of</p> <p>5 hands, and so, just based on some of the contracts</p> <p>6 that have come forth to us, we know that there</p> <p>7 might be some miscommunication between some of the</p> <p>8 attorneys, the agency, the board.</p> <p>9 So kind of just looking into that,</p> <p>10 I look more to the agency, and I understand that</p> <p>11 right now we have quite a few lawyers.</p> <p>12 We have our general attorneys, which is the</p> <p>13 Office of General Counsel, which I believe is</p> <p>14 five attorneys in that office, right?</p> <p>15 MR. WILSON: I think that sounds about</p> <p>16 right. I know at least three that are.</p> <p>17 CHAIRWOMAN REYES: Okay. And then we have</p> <p>18 Reece's office, right?</p> <p>19 Okay. We have bond. We have employment.</p> <p>20 We have real estate. Then we have the litigation</p> <p>21 attorneys that review the tenant leases.</p> <p>22 So I think, at this point just to kind of</p> <p>23 understand who is doing what, we should probably</p> <p>24 request like an inventory of our general</p> <p>25 counsels.</p>	<p>1 throw our arms around all of our legal ...</p> <p>2 Reece, can you speak to that more?</p> <p>3 I think you have some additional resources</p> <p>4 coming into your office; is that right?</p> <p>5 MR. WILSON: Through the Chair, I believe</p> <p>6 Lawsikia Hodges has an engagement or will have an</p> <p>7 engagement with the Office of General Counsel,</p> <p>8 and she is very familiar.</p> <p>9 She was the lead attorney for the housing</p> <p>10 authority for a long time. So she is engaged</p> <p>11 with the Office of General Counsel to provide</p> <p>12 consultation on a variety of matters.</p> <p>13 Other than that, I think we do have,</p> <p>14 you know, outside counsel for real estate bonds,</p> <p>15 as you mentioned, and then, of course, OGC,</p> <p>16 for just kind of the day-to-day affairs.</p> <p>17 CHAIRWOMAN REYES: Okay. So thank you for</p> <p>18 that information.</p> <p>19 MR. WILSON: And employment.</p> <p>20 CHAIRWOMAN REYES: I'm sorry?</p> <p>21 MR. WILSON: I said also, "And employment,"</p> <p>22 as well.</p> <p>23 CHAIRWOMAN REYES: Okay. So, has this been</p> <p>24 confirmed?</p> <p>25 Is there already like a negotiation with</p>
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<p>1 So, for Ms. Dunn, if you could please provide</p> <p>2 a report to -- or I guess -- who would this go to?</p> <p>3 Would this go to Reece or to Ms. Dunn?</p> <p>4 Who would be able to provide us a full</p> <p>5 detailed inventory of our list of counsel?</p> <p>6 MS. DUNN: I can work with Reece to get it</p> <p>7 done.</p> <p>8 CHAIRWOMAN REYES: Huh?</p> <p>9 MS. DUNN: I can work with Reece to get it</p> <p>10 done.</p> <p>11 CHAIRWOMAN REYES: Okay. All right.</p> <p>12 Perfect. So, yeah. I think it makes sense to</p> <p>13 have what is their role, what is their purpose,</p> <p>14 the service contracts that they're, you know,</p> <p>15 in charge of and/or currently working on,</p> <p>16 the amount that the agency is paying them.</p> <p>17 And then, you know, email that to --</p> <p>18 well, I guess we'll discuss it in the next board</p> <p>19 meeting or the next HR Committee Meeting?</p> <p>20 Or, would you like that done by the next</p> <p>21 board meeting, Commissioner Horovitz?</p> <p>22 COMMISSIONER HOROVITZ: Yes. Thank you to</p> <p>23 the Chair.</p> <p>24 One of the things that we were talking about</p> <p>25 is also bringing in a resource to help us kind of</p>	<p>1 her?</p> <p>2 Or, what's the status of that?</p> <p>3 MR. WILSON: That I can't speak to.</p> <p>4 I don't know the details. I've just been told.</p> <p>5 I've been working with her on other matters.</p> <p>6 So I just said that we do have an engagement,</p> <p>7 or we shortly will have an engagement with her</p> <p>8 firm.</p> <p>9 CHAIRWOMAN REYES: Okay. So, for me</p> <p>10 personally, that is very exciting, because,</p> <p>11 again, just looking at like how many are touching</p> <p>12 different contracts, and, again, just based on the</p> <p>13 last four months of contracts that we've reviewed</p> <p>14 and having to send them back to get updated and</p> <p>15 corrected, I think it makes sense to have one</p> <p>16 individual that's really in charge and dedicated</p> <p>17 to the agency.</p> <p>18 Because, while we love Reece, right,</p> <p>19 he does have other agencies that he has to attend</p> <p>20 to, and he's not a full-time employee, right,</p> <p>21 for the Jacksonville Housing Authority.</p> <p>22 COMMISSIONER HOROVITZ: Sorry.</p> <p>23 CHAIRWOMAN REYES: Commissioner Horovitz.</p> <p>24 COMMISSIONER HOROVITZ: I found an old email</p> <p>25 here. I had asked this question last year,</p>

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<p>1 and Ms. Hodges had provided, just to give a sense 2 of how many legal partners we have ... 3 So Constangy does labor and employment. 4 Bryant Miller Olive, BMO, does real estate. 5 Bryant also separately does bonds. So those are 6 two, separate engagements. 7 That's important to note, because, 8 as we explore our legal partners, do we want to 9 just engage on the bond work and then move real 10 estate services? 11 So it's not -- those are two, separate 12 engagements. Then we also have Saxon Gilmore, 13 who does just other work for us, and then, 14 of course, OCG. 15 So that's a lot, and, if we had a little 16 bit more coordination, I am sure that we could 17 realize some savings. 18 CHAIRWOMAN REYES: Okay. So, does it make 19 sense to still do the Inventory Report at this 20 point? 21 COMMISSIONER HOROVITZ: I think so. 22 CHAIRWOMAN REYES: Okay. 23 COMMISSIONER HOROVITZ: I mean especially 24 from a financial point of view, I'd like to know 25 what we're -- I mean that's something that we're</p>	<p>1 also had the 27th on my calendar. I realize 2 that's a holiday. So our next board meeting 3 then was moved to the 20th, and then Commissioner 4 Reyes -- and I apologize -- is not available. 5 So, can we look to schedule that board 6 meeting now? 7 Can everyone look at their calendars? 8 CHAIRWOMAN REYES: What do you have in mind? 9 COMMISSIONER HOROVITZ: So you're not 10 available the 20th. 11 Are you available the 21st? 12 CHAIRWOMAN REYES: I would be during 13 lunchtime. 14 COMMISSIONER HOROVITZ: Commissioner. 15 COMMISSIONER BROCK: Madam Chair, 16 to Commissioner Heather, I had received an 17 email saying that we were trying to reschedule it 18 on the 31st. 19 COMMISSIONER HOROVITZ: Yes. And that -- 20 CHAIRWOMAN REYES: That's for the general 21 board meeting, though. She's talking -- 22 COMMISSIONER HOROVITZ: -- yeah. No. 23 I'm sorry. I'm talking about the general board 24 meeting, and thank you for that. 25 And Kort was doing such a good job trying to</p>
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<p>1 constantly asking like, "How much are we paying 2 our third parties?" 3 CHAIRWOMAN REYES: Perfect. 4 So, Commissioner, would you like that in your 5 next board meeting or for the next HR Committee 6 Meeting? 7 COMMISSIONER HOROVITZ: Did we reschedule the 8 finance meeting? 9 Sorry -- through the Chair. 10 COMMISSIONER WEATHERBY: Not yet. As far as 11 I know, no. 12 COMMISSIONER HOROVITZ: And I actually, 13 during our break, want to talk about scheduling 14 that board meeting, and I think that, if we could 15 schedule the board meeting for next week or 16 shortly after, that it would make sense that we 17 would have this prepared for them. 18 CHAIRWOMAN REYES: Okay. 19 COMMISSIONER HOROVITZ: So, should we talk 20 about scheduling? 21 CHAIRWOMAN REYES: Yeah. That's fine. 22 I'm okay. 23 COMMISSIONER HOROVITZ: Is that all right? 24 We will have time this morning. 25 So I understand that there was -- because I</p>	<p>1 rally everyone to provide their availability, 2 and then I told her, "Actually, we're going to 3 have time this morning. Let's just have a 4 discussion." 5 Because I think that Commissioner Weatherby 6 was not available on the 31st. 7 COMMISSIONER WEATHERBY: Correct. 8 COMMISSIONER BROCK: Oh, okay. Because I did 9 respond to it. 10 COMMISSIONER HOROVITZ: Yes, and thank you. 11 Thank you. 12 COMMISSIONER BROCK: I'm leaving my schedule 13 open for, you know, whatever time. 14 COMMISSIONER HOROVITZ: Yes. Thank you. 15 CHAIRWOMAN REYES: So really quick, 16 while we look at the calendars, Kort, can we 17 just confirm really quickly? 18 So the HR Committee Meetings we have on the 19 third Friday of every month, correct? 20 MS. PARDE: Yes, at 9:00 a.m. Correct. 21 CHAIRWOMAN REYES: Okay. And then the 22 regular board meetings are the last or the fourth 23 Monday of every month? 24 MS. PARDE: They're the last Monday of 25 every month at 2:00 p.m.</p>

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<p>1 CHAIRWOMAN REYES: Okay. Right.</p> <p>2 MS. PARDE: This one happened to fall on a</p> <p>3 holiday, but there is a tradition that we do not</p> <p>4 have board meetings, the regular board meetings,</p> <p>5 in the month of July and December. But there is</p> <p>6 no pattern or practice as to that. It wasn't</p> <p>7 actually permanent a while ago. Sometimes we end</p> <p>8 up having them. So it all depends on your needs.</p> <p>9 CHAIRWOMAN REYES: Okay. So I would just</p> <p>10 like to make a request that, when we do schedule</p> <p>11 these, you know, ahead of time, if we can also</p> <p>12 look at the upcoming federal holidays.</p> <p>13 Because a lot of Mondays are federal</p> <p>14 holidays, and, for those of us that run a business</p> <p>15 outside of this, it's a little complicated to move</p> <p>16 things at the very last minute.</p> <p>17 MS. PARDE: Through the Chair, I will go</p> <p>18 ahead and distribute this afternoon a list of all</p> <p>19 of those dates to you, and then that way there</p> <p>20 won't be any confusion.</p> <p>21 And I will have it placed on the website,</p> <p>22 as well, as soon as you confirm with us the entire</p> <p>23 schedule.</p> <p>24 CHAIRWOMAN REYES: Commissioner Brock.</p> <p>25 COMMISSIONER BROCK: And, Madam Chair,</p>	<p>1 reschedule ...</p> <p>2 So, apparently, Resident Relations needs to</p> <p>3 be rescheduled from Wednesdays so that we can</p> <p>4 accommodate all of our commissioners if it's</p> <p>5 possible for them to be there, but most</p> <p>6 definitely for my Cochair to be able to be</p> <p>7 there.</p> <p>8 I was not aware that Wednesday was a bad day</p> <p>9 for y'all until, in my Resident Relations meeting</p> <p>10 last week, I was -- you know, I was told that</p> <p>11 information.</p> <p>12 And I do apologize, because, like I say,</p> <p>13 I didn't know. Because I would have made sure</p> <p>14 we tried to work the schedule around y'all's</p> <p>15 schedules.</p> <p>16 You know?</p> <p>17 So I just wanted to bring that up, because we</p> <p>18 going to have to go back to the drawing board on</p> <p>19 that.</p> <p>20 CHAIRWOMAN REYES: Yes. And thank you,</p> <p>21 Commissioner Brock.</p> <p>22 I think this is actually going to be one of</p> <p>23 my recommendations under my Chair Comments is for</p> <p>24 us to do a Board Availability Survey.</p> <p>25 Just like, whenever you join a board,</p>
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<p>1 I know this may not be the meeting, and,</p> <p>2 just as Commissioner Heather, our Chair for our</p> <p>3 board, have brought to our attention about the</p> <p>4 board meeting, it was brought to my attention ...</p> <p>5 And, if we review our minutes, not,</p> <p>6 "minutes --" excuse me -- our bylaws, it was</p> <p>7 brought to my attention that Resident Relations</p> <p>8 has been operating not properly, that we were</p> <p>9 supposed to be having Resident Relations every</p> <p>10 month.</p> <p>11 And Resident Relations is supposed to be</p> <p>12 handled just like this committee meeting.</p> <p>13 Resident Relations with the residents is still</p> <p>14 supposed to happen, but it's supposed to be</p> <p>15 a meeting just as this manner is.</p> <p>16 And so it was also brought to my attention</p> <p>17 in Resident Relations by Ms. Dunn that the</p> <p>18 other commissioners are not available to be at the</p> <p>19 meeting on Wednesdays.</p> <p>20 And I do apologize, because I never was told</p> <p>21 this. And, just as I've said before, no one gave</p> <p>22 me no guidelines, no nothing on how to structure</p> <p>23 it.</p> <p>24 And so I'm only bringing this up, because,</p> <p>25 just like what you're saying, with us trying to</p>	<p>1 it asks you when you're available so that you're</p> <p>2 committed to being, you know, amenable to all the</p> <p>3 board meetings and any potential prescheduled</p> <p>4 things that are on that agenda.</p> <p>5 So I think, if we can -- I know we can do</p> <p>6 like a Doodle Poll.</p> <p>7 MS. DUNN: Yeah.</p> <p>8 CHAIRWOMAN REYES: I think a Doodle Poll is</p> <p>9 possible. If you can, send that out to the entire</p> <p>10 board, and, just for the board, please put just</p> <p>11 generally when you're available.</p> <p>12 You know, if have you standing -- we all have</p> <p>13 other commitments, right?</p> <p>14 So, if you have soccer games or, you know,</p> <p>15 another standing board meeting, then don't make</p> <p>16 yourself available at that time. Just try to make</p> <p>17 it whatever is generally available to you on your</p> <p>18 calendar.</p> <p>19 Okay?</p> <p>20 Commissioner Rogers, I think you had a</p> <p>21 comment.</p> <p>22 COMMISSIONER ROGERS: I don't know if this is</p> <p>23 germane to the topic that we're discussing,</p> <p>24 but, to Commissioner Brock's point -- and thank</p> <p>25 you for that -- my schedule typically, during the</p>

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<p>1 middle of the day, is very bad.                  2 So, typically, if it's in the mornings,                  3 then I can start my mornings, but, if it's                  4 twelve o'clock, nine out of ten someone wants my                  5 attention at twelve o'clock. And so I agree with                  6 the point that has been made. If we can set                  7 something, that will be perfect. Thanks.                  8 CHAIRWOMAN REYES: Commissioner Horovitz,                  9 yes.                  10 COMMISSIONER HOROVITZ: Through the Chair to                  11 Commissioner Brock. I also had a similar                  12 conversation with Vanessa after that conversation,                  13 and I agree.                  14 I think that Resident Relations is a very                  15 important committee, and I think that having a                  16 forum -- that there is no reason why ...                  17 Actually, I didn't understand why there would                  18 have been a reason why we're not meeting in this                  19 room and bringing those issues of our residents                  20 and getting that attention.                  21 So I think that's a great shift, and I'm glad                  22 that you're open to moving it into this forum.                  23 COMMISSIONER BROCK: But, if -- sorry.                  24 CHAIRWOMAN REYES: Go ahead, Commissioner                  25 Brock.</p>	<p>1 CHAIRWOMAN REYES: Thank you, Commissioner                  2 Brock. So we're going to wheel it back for a                  3 second, because we were on the Finance Committee                  4 conversation availability.                  5 COMMISSIONER BROCK: I know. I'm sorry.                  6 CHAIRWOMAN REYES: No, no. And I'm going to                  7 put a pin on it so we can come back to it in a                  8 moment that I see appropriate here.                  9 COMMISSIONER BROCK: Uh-huh.                  10 CHAIRWOMAN REYES: All relevant, great                  11 information to be adding. So just bring it back.                  12 Let's go ahead and schedule the next                  13 Finance Committee Meeting so that we can bring                  14 the Inventory Report to the Finance Committee                  15 Meeting, and we can make a ...                  16 So, under this engagement -- this is to Reece                  17 -- that we're discussing with Counsel Hodges --                  18 are we -- is there already conversations about                  19 what the scope of her representation is going to                  20 be?                  21 Is it going to be like on an ongoing basis,                  22 or is it going to be on a full-time basis?                  23 Or, is it just based on what is available on                  24 our budget?                  25 So this is both a question to Reece and to</p>
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<p>1 COMMISSIONER BROCK: Excuse me, Chair.                  2 I do apologize.                  3 Madam Chair to Commissioner Heather, yes.                  4 It do supposed to be in this room and in this                  5 forum, but also we supposed to have the meeting,                  6 just as y'all said before -- meeting with the                  7 residents for us to hear their concerns.                  8 So that's why I had made up that form for                  9 -- that letter of concerns for residents,                  10 and so we still need to hear their concerns.                  11 But, along with hearing their concerns,                  12 Resident Relations is supposed to be handled,                  13 just like I was saying, like this committee                  14 meeting, so that there can be some things that are                  15 put on the floor that the commissioners --                  16 the board can vote on.                  17 And say, "Yes. We want to see this done."                  18 Just as Commissioner Rogers had said.                  19 when he talked about the blinds and the cars                  20 over at Blodgett. That's where -- that's where                  21 that should have been, in Resident Relations.                  22 And so, yeah.                  23 CHAIRWOMAN REYES: Okay.                  24 COMMISSIONER BROCK: Yeah. So that's why                  25 I was saying it.</p>	<p>1 Commissioner Horovitz.                  2 MR. WILSON: Through the Chair, I don't have                  3 all the details on that at this point, but I do                  4 know that she -- obviously, she can advise on a                  5 variety of issues, not limited to the housing                  6 authority, but other city clients, as well.                  7 CHAIRWOMAN REYES: Okay. Hold up.                  8 Commissioner Horovitz.                  9 COMMISSIONER HOROVITZ: Thank you.                  10 Again, not really firmed up details, but what                  11 I was thinking was really just coming in to just                  12 do that inventory, help us wrangle in all of these                  13 expenses and be in an advisory capacity after                  14 that.                  15 So I'd imagine having her list up-front --                  16 I really wanted to bring it to the board to get                  17 everyone's opinion to make sure everyone                  18 was in agreeance that it was something that we                  19 would like.                  20 So I guess, to the board, is everyone                  21 agreeing that we should bring on that resource?                  22 (nodded heads affirmatively)                  23 COMMISSIONER HOROVITZ: Okay. Great.                  24 CHAIRWOMAN REYES: 100 percent.                  25 COMMISSIONER HOROVITZ: Yes.</p>

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<p>1 That information lets me know that I can then 2 take the next steps and work with Reece and the 3 Office of General Counsel to move that forward. 4 So thank you. 5 CHAIRWOMAN REYES: Okay. So, to Ms. Dunn and 6 to Ms. Kort, if we can have that report by the 7 next Finance Committee Meeting and the notice, 8 as well. 9 All right. So let's go ahead and schedule 10 that Finance Committee Meeting, because that's 11 where we got tangled up. 12 You asked for the 21st. So I'm available 13 during lunch, but I know that's going to be 14 difficult for Commissioner Rogers. 15 I can be available -- 16 COMMISSIONER ROGERS: I'm sorry. 17 What date, Madam Chair? 18 CHAIRWOMAN REYES: -- that's Tuesday, 19 May 21st, right, Commissioner Horovitz? 20 COMMISSIONER ROGERS: I'm out total all that 21 day. 22 CHAIRWOMAN REYES: Anything on the 23rd? 23 COMMISSIONER HOROVITZ: I will be out of the 24 office returning the 29th. 25 CHAIRWOMAN REYES: Okay.</p>	<p>1 COMMISSIONER BROCK: I'm available. 2 COMMISSIONER HOROVITZ: So two o'clock would 3 be good? 4 COMMISSIONER ROGERS: Two o'clock I was 5 going to say would be good. 6 COMMISSIONER HOROVITZ: Yes. Okay. Great. 7 So the next board meeting is June 3rd at 2:00, 8 and we should have then the finance meeting before 9 then. 10 CHAIRWOMAN REYES: Okay. 11 COMMISSIONER HOROVITZ: So, Commissioner 12 Weatherby, when are you available the week before? 13 COMMISSIONER BROCK: You are not back until 14 the 29th. It'd have to be the 30th. 15 COMMISSIONER WEATHERBY: Actually, the 28th 16 is the only day I'm available. 17 CHAIRWOMAN REYES: Also, I love that you have 18 a paper agenda. 19 COMMISSIONER WEATHERBY: I have both. 20 CHAIRWOMAN REYES: Love it. 21 COMMISSIONER WEATHERBY: 40 years of this 22 (referred to calendar) doesn't go away. 23 CHAIRWOMAN REYES: So, just generally 24 speaking, Tuesdays and Wednesdays are really bad 25 for me. Those are my meeting days at my office,</p>
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<p>1 COMMISSIONER HOROVITZ: And we also do need 2 to schedule the board meeting. 3 CHAIRWOMAN REYES: Correct. 4 COMMISSIONER HOROVITZ: Can the board meeting 5 roll into June, like the 3rd, or does it need to 6 be in May? 7 MS. DUNN: That was something that you guys 8 discussed amongst yourselves the last time. 9 You didn't want to have two board meetings 10 in the month of June with the general consensus 11 from that meeting. 12 But, if that has changed -- 13 COMMISSIONER HOROVITZ: I'm fine with that. 14 I feel like -- 15 MS. DUNN: -- I'm at the pleasure of the 16 board. 17 COMMISSIONER HOROVITZ: Would everyone be 18 okay with doing a board meeting on June 3rd? 19 CHAIRWOMAN REYES: I would be, yes. 20 MS. PARDE: What time would that be? 21 COMMISSIONER HOROVITZ: I could be open. 22 COMMISSIONER ROGERS: I'm open. 23 CHAIRWOMAN REYES: I'm open after 12:00. 24 COMMISSIONER WEATHERBY: I'm open after 1:00. 25 CHAIRWOMAN REYES: Commissioner Brock?</p>	<p>1 Tuesdays and Wednesdays. 2 COMMISSIONER BROCK: No. I was fixing to 3 say, what about the 30th? 4 COMMISSIONER WEATHERBY: I can't do the 30th. 5 COMMISSIONER BROCK: Okay. 6 CHAIRWOMAN REYES: So we can't have a finance 7 meeting without our Finance Chair and our Finance 8 Vice-Chair. 9 COMMISSIONER WEATHERBY: I could do it 10 the morning of the 29th or the afternoon of the 11 29th. I'm tied up from like 1:00 to 2:00. 12 COMMISSIONER HOROVITZ: The morning of the 13 29th? 14 Oh, Wednesdays are bad. 15 COMMISSIONER WEATHERBY: Right. 16 Thursdays are bad. 17 COMMISSIONER HOROVITZ: Is it -- 18 COMMISSIONER BROCK: Not Thursday. 19 COMMISSIONER HOROVITZ: -- what about if 20 we did it before the board meeting? 21 COMMISSIONER WEATHERBY: June 3rd. 22 COMMISSIONER HOROVITZ: You said that you 23 were free at 1:00. 24 CHAIRWOMAN REYES: I would be okay with that. 25 COMMISSIONER HOROVITZ: It would mean that</p>



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Page 33	<p>1 we'd have to keep it to an hour.</p> <p>2 CHAIRWOMAN REYES: We would just move it so</p> <p>3 we'll have the finance meeting at 2:00 and then</p> <p>4 the board meeting from 3:00 to --</p> <p>5 COMMISSIONER BROCK: Yeah. You'd have to</p> <p>6 move the board meeting from 2:00, because she</p> <p>7 can't be here at 1:00.</p> <p>8 CHAIRWOMAN REYES: Right. That's what</p> <p>9 I'm saying.</p> <p>10 COMMISSIONER BROCK: She could do 2:00.</p> <p>11 CHAIRWOMAN REYES: We do the Finance</p> <p>12 Committee Meeting at 2:00, and then we'd have the</p> <p>13 board meeting right afterwards.</p> <p>14 COMMISSIONER WEATHERBY: That's fine.</p> <p>15 CHAIRWOMAN REYES: Yes. That works.</p> <p>16 COMMISSIONER BROCK: Is that okay?</p> <p>17 COMMISSIONER HOROVITZ: Yes, it is okay,</p> <p>18 and I am committed to getting us out of here at</p> <p>19 5:00.</p> <p>20 (People laughed.)</p> <p>21 COMMISSIONER HOROVITZ: So it will not last</p> <p>22 more than 2 hours. So that's great.</p> <p>23 Kort, did you capture that?</p> <p>24 MS. PARDE: Yes. Through the Chair, you'll</p> <p>25 have the Finance Committee Meeting on June the 3rd</p>	Page 35	<p>1 CHAIRWOMAN REYES: Okay. Very good.</p> <p>2 Thank you.</p> <p>3 COMMISSIONER ROGERS: Madam Chair, can I ask</p> <p>4 a question as it relates to the In-House Legal</p> <p>5 Counsel?</p> <p>6 CHAIRWOMAN REYES: Commissioner Rogers, yes.</p> <p>7 COMMISSIONER ROGERS: And I'm not sure if</p> <p>8 this is to Reece, but I just need clarification.</p> <p>9 With other independent agencies, who all has</p> <p>10 an in-house legal counsel?</p> <p>11 And I'm trying to -- like DCPS -- is that</p> <p>12 considered in-house?</p> <p>13 Because they're in-house.</p> <p>14 What other authorities within this</p> <p>15 consolidated government has that right now?</p> <p>16 MR. WILSON: Through the Chair, DCPS does</p> <p>17 have dedicated OGC. JEA -- yes. JEA has three</p> <p>18 attorneys. DCPS and JEA have dedicated in-house</p> <p>19 counsel on-site. Each has more than one attorney</p> <p>20 on-site.</p> <p>21 COMMISSIONER WEATHERBY: Through the Chair,</p> <p>22 what about the other independent authorities?</p> <p>23 MR. WILSON: Through the Chair, JAXPORT</p> <p>24 has a Chief Compliance Officer who is an</p> <p>25 attorney.</p>
Page 34	<p>1 at 2:00 p.m. to be followed by the regular board</p> <p>2 meeting on June the 3rd, at 3:00 p.m.</p> <p>3 COMMISSIONER HOROVITZ: Thank you.</p> <p>4 CHAIRWOMAN REYES: Okay. Wonderful.</p> <p>5 And so, to close the loop on this In-House Legal</p> <p>6 Counsel topic, I just want to make sure.</p> <p>7 Are all the contracts that the agency</p> <p>8 is currently working on -- are they all being</p> <p>9 passed to Reece to review before they come to the</p> <p>10 board?</p> <p>11 MS. DUNN: Yes.</p> <p>12 CHAIRWOMAN REYES: Every single one of</p> <p>13 them?</p> <p>14 MS. DUNN: Well, the ones -- the new ones.</p> <p>15 I can't speak for the past.</p> <p>16 CHAIRWOMAN REYES: Okay.</p> <p>17 MS. DUNN: But the new ones are going along</p> <p>18 with the board resolutions and things like that</p> <p>19 for Reece to review.</p> <p>20 CHAIRWOMAN REYES: Okay. I just want to</p> <p>21 reflect on the record that that should be</p> <p>22 happening. He should be receiving all of our</p> <p>23 contracts to review before they come to the board.</p> <p>24 MS. DUNN: Right. Anything that's being</p> <p>25 presented to the board is going through OGC.</p>	Page 36	<p>1 COMMISSIONER WEATHERBY: He's not OGC?</p> <p>2 MR WILSON: Exactly. He's not OGC.</p> <p>3 And I think that's it. I think the housing</p> <p>4 authority may be, you know, one that does not</p> <p>5 have an on-site, dedicated attorney.</p> <p>6 COMMISSIONER WEATHERBY: Thank you.</p> <p>7 COMMISSIONER ROGERS: Sorry. Through the</p> <p>8 Chair, to ...</p> <p>9 So the Jacksonville Port Authority --</p> <p>10 they're just like JHA in that they don't have an</p> <p>11 in-house --</p> <p>12 MR. WILSON: That's correct.</p> <p>13 COMMISSIONER ROGERS: -- thank you,</p> <p>14 Madam Chair.</p> <p>15 CHAIRWOMAN REYES: And I think,</p> <p>16 as Commissioner Horovitz has already mentioned,</p> <p>17 there are a lot of hands, right?</p> <p>18 There has been a lot of mistakes in some of</p> <p>19 these past contracts. There has just been a lot</p> <p>20 of status quo in how we're operating under these</p> <p>21 contracts.</p> <p>22 Because, as we stated in the last</p> <p>23 HR Committee, we are here to disrupt the status</p> <p>24 quo. I think it's important that we kind of have</p> <p>25 these conversations to bring forth the changes</p>

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<p style="text-align: right;">Page 37</p> <p>1 that we need so that this agency is operating more 2 effectively, more efficiently. 3 And so, having somebody that has that kind of 4 experience and knowledge and understanding of 5 this agency -- and most importantly this agency's 6 history, given how new this board is -- is someone 7 that can be objective in that regard and help us 8 guide us through, you know, the decisions that we 9 have to make moving forward. 10 So I'm happy to have that information more in 11 the Finance Committee, but we'll move along. 12 Because I want to make sure that all contracts are 13 being sent to Reece. 14 Okay. Any comments or questions in this 15 topic before we move on? 16 (no response) 17 CHAIRWOMAN REYES: Very good. 18 So Old Business -- we had previously tabled 19 -- in the last HR Committee Meeting, we had 20 previously tabled this ongoing conversation about 21 who does what and why, in terms of the minutes, 22 the structure, Ms. Carol's amazing involvement 23 in our agency and our board meetings. 24 So, Kort, do you want to talk a little bit 25 about the secretary position that you sent us the</p>	<p style="text-align: right;">Page 39</p> <p>1 And that -- obviously, the CEO can't Chair a 2 board committee. So the recommendation of OGC is 3 that, at the next board meeting, you guys elect, 4 from the sitting commissioners, someone to serve 5 as board secretary. 6 And then, in addition, you may -- you don't 7 have to, but you may consider employing someone 8 who will sort of serve as a board liaison. 9 And this is -- the state statute references an 10 executive director to serve in this position, 11 but it doesn't define what an executive director 12 is. 13 So, you know, I know, with reference to other 14 agencies, they -- they do have like a board member 15 who serves as the board secretary, and then some 16 retain a certain board liaison, who -- the board 17 secretary verifies the minutes, but doesn't 18 necessarily take them. 19 And other agencies do have a board liaison 20 who kind of runs the meetings and prepares the 21 board members and things like that, and maybe the 22 board should consider if that's something they 23 would be interested in. They may. They're not 24 required to, but may do so. 25 CHAIRWOMAN REYES: Okay. Thank you, Reece.</p>
<p style="text-align: right;">Page 38</p> <p>1 summary on? 2 MS. PARDE: Through the Chair, actually, 3 OGC -- we deferred it over to them, and they have 4 an opinion on it that they can speak to. 5 CHAIRWOMAN REYES: I'm sorry? 6 MS. PARDE: We had given that memo to OGC for 7 them to come up with an opinion and determine the 8 matter for you. 9 CHAIRWOMAN REYES: Okay. So I did see a 10 recommendation on here. 11 Was that through your agency, Kort, or was it 12 through Reece? 13 MR. WILSON: Through the Chair, I would -- 14 we reviewed it yesterday and would just kind of 15 amend what was already in the memo that you guys 16 were presented with. 17 CHAIRWOMAN REYES: Uh-huh. 18 MR. WILSON: So our analysis is that the 19 board, for board governance purposes, 20 should elect a board secretary from one of the 21 sitting ... 22 One of the sitting commissioners should 23 be chosen, and that's consistent with the bylaws, 24 which appoint the board secretary to Chair 25 of the Governance Committee.</p>	<p style="text-align: right;">Page 40</p> <p>1 Commissioner Horovitz. 2 COMMISSIONER HOROVITZ: Thank you. 3 To Reece, I just want to make sure that 4 I heard that correctly. 5 So we will elect a board secretary, 6 and that person automatically will Chair the 7 Governance Committee. 8 MR. WILSON: That's consistent with the 9 bylaws. 10 COMMISSIONER HOROVITZ: Correct. Thank you. 11 CHAIRWOMAN REYES: So I just think the 12 confusion was, right, the fact that both the 13 state statute and the bylaws mention the word, 14 "secretary." 15 But, in the statute, it refers, 16 "secretary, also known as, executive director." 17 MR. WILSON: That's correct. 18 CHAIRWOMAN REYES: Okay. 19 MR. WILSON: That's the source of the -- 20 CHAIRWOMAN REYES: Okay. I definitely think 21 that the secretary should be -- you know, whoever 22 we select as the secretary here should be part of 23 the Governance Committee. That just seems to make 24 sense, but I do think we need to keep the board 25 secretary separate from the executive director.</p>

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<p>1 Is there a way we can just phrase it,                  2 "executive director," so this confusion can end,                  3 or does it have to be named as, "secretary,"                  4 because it's under the statute that way?                  5 MR. WILSON: To the Chair, I think the                  6 statute and the code just require that the board                  7 elect a Chair and Vice-Chair, and then sort of,                  8 at the grander level, the bylaws provide that the                  9 board shall have a secretary, who shall be from                  10 one of the sitting commissioners.                  11 So there is -- the statutes use the word,                  12 "may," in reference to the secretary. "May employ                  13 an executive --" "May employ a secretary."                  14 So I sort of conceived this as reading the                  15 entirety of the bylaws, the ordinance and the                  16 state statute, that there could conceivably be                  17 two sort of positions.                  18 One, the bylaws require that the board                  19 elects a board secretary, you know, who Chairs                  20 the Governance Committee, and then, at the board's                  21 discretion, maybe employs someone else who maybe                  22 serves as a board liaison and could take the                  23 minutes.                  24 CHAIRWOMAN REYES: Correct. So the decision                  25 to employing an executive director is I think</p>	<p>1 I think, looking at the past of our board and the                  2 things that happened, I think that we should not                  3 look at employing somebody under the Jacksonville                  4 housing for our records.                  5 Because we want to make sure that whoever is                  6 going to do our records that they're going to                  7 tell us the truth and not just put just anything                  8 in there.                  9 And so I'm trying to figure out --                  10 so we would get rid of Ms. Carol, right?                  11 Is that what you're saying?                  12 CHAIRWOMAN REYES: Well, so that's the                  13 conversation we're having right now. Yes.                  14 COMMISSIONER BROCK: So you -- that's what                  15 I'm saying.                  16 You would get rid of her and get someone                  17 else, right?                  18 CHAIRWOMAN REYES: So I think, if we do hire                  19 -- right, if we do employ an executive director,                  20 which is what our statute provides, I'm not sure                  21 if we could offer that to Ms. Carol.                  22 Is that something that could happen,                  23 or would we be putting that out through the                  24 agency or through the board?                  25 So these are all questions that are --</p>
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<p>1 the conversation that we need to steer into,                  2 because that's going to affect the minutes and                  3 recordskeeping of these board meetings.                  4 So I do agree on a secretary for the board,                  5 and then separately I think we should employ a                  6 secretary for the actual, you know, recordkeepings                  7 and minutes keepings of the agency.                  8 My thoughts on that -- and I'm, you know,                  9 open to the conversation, but my thoughts on                  10 that is, again, given the history that we've had,                  11 I think there needs to be a lot more of a                  12 consistent manner of keeping records, keeping                  13 minutes where everything is stored properly,                  14 where everything is accessible to the public,                  15 if requested, where things are consistently being                  16 operated.                  17 And I'm not sure how we feel about having,                  18 you know -- as collectively having Ms. Carol                  19 continue to do the wonderful minutes that she                  20 does, if that's still necessary at this point,                  21 given how the board is moving forward and the                  22 agency's future.                  23 So I'm open to conversation for that.                  24 Commissioner Brock.                  25 COMMISSIONER BROCK: Madam Chair, I --</p>	<p>1 yes. These are all questions that we're having a                  2 conversation on at this point -- an initial                  3 conversation -- because last time we had to table                  4 it.                  5 So, if we did employ an executive director,                  6 what's the hiring process for that?                  7 Is that a decision that the board makes,                  8 in terms of the candidates, or would that be                  9 through the agency?                  10 MR. WILSON: Through the Chair, I think the                  11 board -- I think what you may be looking for here,                  12 which would be permitted under the statutes we're                  13 discussing, would sort of be a -- what I'm hearing                  14 may be a board liaison to sort of take the                  15 minutes.                  16 And this is, again, you-all's decision,                  17 but, to organize the board meetings, take the                  18 minutes, serve as liaison to the commissioners,                  19 something like that.                  20 Because, you know, obviously, we have Carol                  21 taking minutes as a court reporter, getting all of                  22 what is said into the record. So this may be sort                  23 of a job that would provide more support to the                  24 board members, as I see it.                  25 CHAIRWOMAN REYES: Okay. So your suggestion</p>

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Page 45	<p>1 is to have not necessarily like an executive 2 director, but to have a liaison where we can keep 3 Ms. Carol doing the minutes. 4 But then the liaison would report between the 5 board and the agency, correct? 6 MR. WILSON: Through the Chair, that's kind 7 of what I've seen at other agencies, which may be 8 useful and may be helpful for you guys to 9 consider. 10 CHAIRWOMAN REYES: Okay. 11 MR. REECE: Yes. That's y'all's decision. 12 CHAIRWOMAN REYES: Ms. Dunn, would we be able 13 to get a copy of maybe like a list of agencies 14 that are doing that right now and what that 15 liaison position looks like, the job description? 16 MS. DUNN: I can attempt to find something 17 like that, but I wanted to offer, in my experience 18 in just industry standard, executive director is 19 the role I'm serving in. 20 So I just want to be clear that, throughout 21 housing, that term is used interchangeably 22 between executive director and CEO. 23 And, coming from North Carolina, the statute 24 is written very similarly, where, as the ED, 25 you are responsible for insuring that the minutes</p>	Page 47	<p>1 member. And I'm not sure if that was delegated by 2 the CEO. 3 I want to make sure that all the board 4 members have all the information in which they 5 need for every meeting, and so this sounds 6 redundant to me being that it sounds like we 7 already have this in place. But I'll yield to 8 other commissioners. 9 CHAIRWOMAN REYES: Commissioner Horovitz. 10 COMMISSIONER HOROVITZ: Thank you, to the 11 Chair. 12 So we have a lot going on, and we have a lot 13 of engagement, right, from this incredible board. 14 And we talk about this a lot in my work, 15 "highest and best use." 16 Is it the highest and best use of Kort's time 17 to find that piece of paper that I left, you know, 18 or find that document that I need in order to make 19 a case in a board meeting? 20 Is it the highest and best use of Ms. Dunn's 21 time to help coordinate? 22 It's not. We have other areas of focus that 23 we really need to have their expertise putting 24 their attention there. 25 So I do think that, at least in the</p>
Page 46	<p>1 are taken and distributed to the board. 2 And that's very similar language to what 3 Reece just described, and that responsibility 4 can be delegated out to Ms. Carol or someone on 5 your staff. 6 And I've seen it done both ways, where you 7 did have a court reporter come in to capture those 8 things. It just depends on the culture of that 9 agency where you had a staff person do it. 10 So I've seen it go both ways. 11 CHAIRWOMAN REYES: Okay. Commissioner 12 Rogers. 13 COMMISSIONER ROGERS: So, through the Chair 14 -- and thank you, Ms. Dunn, for that, because 15 that's what I'm accustomed to. 16 And so what I have been accustomed to on 17 serving on other boards has been that we have had 18 the Executive Director/President CEO serve in 19 that role, but they will delegate those 20 responsibilities to someone on their staff. 21 So, even as it relates to this conversation, 22 albeit we have Ms. Carol taking the minutes, 23 I have, since I have been on this board, assumed 24 that Kort has been the board liaison being that 25 she has always communicated with each board</p>	Page 48	<p>1 short-term, we need to stay engaged with 2 Ms. Carol, because her excellent recordkeeping 3 helps us, you know, answer questions. 4 And it's going to be a lot that we don't 5 capture if we have someone just talking notes, 6 but we do need a board liaison. And I've been 7 asking for that for over a year on this board, 8 because I need to find those minutes that were 9 from that meeting from a year-and-a-half ago. 10 And that's not something that Kort should be 11 doing. 12 I think Kort wants to say something. 13 MS. PARDE: Through the Chair, I just would 14 like to make sure that you're fully aware of the 15 entire story. 16 So the facts are that, in fact, in the past, 17 Ms. Linda Sims has, in fact, been in that role, 18 and that was her job title. 19 We sent over to the Office of General Counsel 20 -- Ms. Adina has it actually -- we've been working 21 on a job description to update that. 22 So I do want to just make sure that that was 23 her role. She can speak to it, if she would like, 24 and that was, in fact, sent over to the Office of 25 General Counsel. They're working on it.</p>

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Page 49	<p>1 So I just wanted to make sure everyone knew that.</p> <p>2 CHAIRWOMAN REYES: So it was her role.</p> <p>3 So, why is it not happening anymore?</p> <p>4 MS. PARDE: That was --</p> <p>5 CHAIRWOMAN REYES: Okay. Can we have</p> <p>6 Ms. Linda speak on it, or Ms. Dunn?</p> <p>7 MS. DUNN: The board has continued to engage</p> <p>8 Ms. Sims on some levels; however, there were some</p> <p>9 of the duties that were delegated out for Kort and</p> <p>10 her staff.</p> <p>11 Because there was some hiccups in some of the</p> <p>12 board meetings with things that were being posted</p> <p>13 incorrectly or the wrong agenda, things of that</p> <p>14 nature.</p> <p>15 So, from my understanding, those duties were</p> <p>16 shifted under the CAO's office.</p> <p>17 CHAIRWOMAN REYES: Okay. So I'm just looking</p> <p>18 at the organizational chart.</p> <p>19 COMMISSIONER BROCK: Madam Chair --</p> <p>20 CHAIRWOMAN REYES: Yes, Commissioner Brock.</p> <p>21 Sorry. I was looking at the charts.</p> <p>22 COMMISSIONER BROCK: -- from my seat from</p> <p>23 where I sit, when I came on the board, that was</p> <p>24 the position that Ms. Sims was doing for the</p> <p>25 Board.</p>	Page 51	<p>1 Fitzgerald, whichever you like. Yes. I was the</p> <p>2 board liaison for about 20 -- 22 years with</p> <p>3 three CEOs.</p> <p>4 I made sure the board had all the information</p> <p>5 they needed. When they needed to shift, I shifted</p> <p>6 with them, paper, through emails, coordination</p> <p>7 of meetings. I did that for 20 years -- 20-some</p> <p>8 years.</p> <p>9 When Mr. Alexander came on, he wanted to</p> <p>10 pretty much do it himself. He felt more</p> <p>11 comfortable instead of delegating. So some of my</p> <p>12 duties were shifted, because we never had a</p> <p>13 CAO until he came on board toward the end of his</p> <p>14 tenure.</p> <p>15 And that's how it's been. Ms. Dunn put me</p> <p>16 under Ms. Kort, because she had an administrative</p> <p>17 assistant that she felt comfortable with,</p> <p>18 and I guess that's how things went from there.</p> <p>19 Yes.</p> <p>20 CHAIRWOMAN REYES: Okay. So, what is your</p> <p>21 current title right now?</p> <p>22 MS. FITZGERALD: Manager of -- it was --</p> <p>23 Executive Affairs, and it went to Administrative</p> <p>24 Affairs.</p> <p>25 CHAIRWOMAN REYES: Were you ever under the</p>
Page 50	<p>1 She was making sure that she would call us,</p> <p>2 make sure we had a quorum for our meetings,</p> <p>3 make sure that everybody was available getting</p> <p>4 minutes, when minutes was asked.</p> <p>5 "Can you pull this," just as Commissioner</p> <p>6 Heather just talked about, being able to find what</p> <p>7 we needed when we needed it.</p> <p>8 Just like the incident that I brought to the</p> <p>9 board to Chair Walker. I wanted the minutes from</p> <p>10 when we had did our summit where we said that we</p> <p>11 were going to do a 360 Evaluation on the CEO.</p> <p>12 I couldn't put my hands right on the</p> <p>13 minutes, but I was able to call and get those</p> <p>14 documents from Ms. Linda. And so that's what she</p> <p>15 was doing when I came on the board.</p> <p>16 And, like Ms. Dunn just said, things were</p> <p>17 shifted. I don't know why they were shifted,</p> <p>18 but that's what she was doing when I came on the</p> <p>19 board.</p> <p>20 And, like Ms. Kort just said, maybe Ms. Linda</p> <p>21 might want to speak to that. I'm not sure.</p> <p>22 CHAIRWOMAN REYES: Okay. I mean I think</p> <p>23 it's relevant.</p> <p>24 Ms. Linda, if you can take the mike, please.</p> <p>25 MS. FITZGERALD: Hi, I am Ms. Sims or</p>	Page 52	<p>1 HR Department?</p> <p>2 MS. FITZGERALD: No.</p> <p>3 CHAIRWOMAN REYES: No.</p> <p>4 Okay. So the shift happened under the</p> <p>5 previous CEO, correct?</p> <p>6 MS. FITZGERALD: Yes -- well, the shift of</p> <p>7 board duties.</p> <p>8 CHAIRWOMAN REYES: The board liaison.</p> <p>9 MS. FITZGERALD: Yes. That went when</p> <p>10 Ms. Kort came to be a CAO.</p> <p>11 CHAIRWOMAN REYES: Okay.</p> <p>12 MS. FITZGERALD: And then Ms. Dunn had her --</p> <p>13 she had her responsibilities. She changed some</p> <p>14 of the responsibilities, also.</p> <p>15 CHAIRWOMAN REYES: Okay. So I mean that's</p> <p>16 pretty insightful. 22 years the board was getting</p> <p>17 what they needed from one, consolidated person,</p> <p>18 and the fact that it happened under the previous</p> <p>19 CEO position is quite telling.</p> <p>20 I know that the last conversation we had for</p> <p>21 Kort, right, you were able to give back a lot of</p> <p>22 the responsibilities to Ms. St. Clair, who I know</p> <p>23 is not here today.</p> <p>24 So, has she delegated that responsibility</p> <p>25 back to anybody else?</p>

<p style="text-align: right;">Page 53</p> <p>1 MS. PARDE: So, through the Chair, I think it 2 would be easier -- through the Chair, maybe just a 3 descriptive thing. 4 So the issue is we're looking at a bunch of 5 global things. Yes. Ms. Sims was responsible for 6 her job, which was to contact you and all of that. 7 Then there's a difference between compiling, 8 collecting, drafting and putting together board 9 packages and all the reports that you request, 10 and then there is a separate issue of HR and all 11 that. 12 Since Ms. St. Clair has come on, yes. 13 She is completely starting to do -- she has 14 immediately taken over all employee 15 investigations. She's assuming responsibilities, 16 and she is their new supervisor, which, you know, 17 is then -- I'm in the process of training her to 18 make sure she does all of that. 19 And I am her boss, and then so I would be 20 continuing all of my work, which is in addition 21 to, you know, the board packets. That's just a 22 small portion of my job. 23 I'm responsible for all of our government 24 reporting. I am responsible for -- I just 25 finished a Department of Labor audit. I finished</p>	<p style="text-align: right;">Page 55</p> <p>1 not have any conversation with you. Your main 2 point of contact would obviously be, you know, 3 to request anything from Ms. Linda. 4 And then Ms. Linda -- you know, she would 5 have the coordination of all of the reports and 6 you know the compilation and all that. 7 So she has her boss. I reach out and help her 8 with whatever questions she'd have. 9 CHAIRWOMAN REYES: Okay. Commissioner 10 Rogers. 11 COMMISSIONER ROGERS: Sorry. This is a point 12 of clarification, and I'm really trying to wrap my 13 brain around this now. 14 So Ms. Fitzgerald's role right now -- 15 I see it on paper. I get it on paper, but, 16 as it relates to her day-to-day operations and her 17 duties, I'm not sure if I really quite understand 18 what her day-to-day role is at this current time. 19 And then, are we now -- are you now stating 20 -- because I don't want to miss my words here -- 21 we're going to return duties back to her in this 22 role, or is that something that the board has to 23 decide? 24 I'm not sure. 25 MS. PARDE: Through the Chair, Office of</p>
<p style="text-align: right;">Page 54</p> <p>1 our Davis-Bacon Wage Report. 2 Those aren't things that are generally 3 in our agency capabilities, because they cross 4 several department lines to get all that 5 information coordinated in response to audits. 6 That happens frequently. So I have -- 7 I won't go into great detail, but I have a bunch 8 of other duties that that's why it was 9 overwhelming. 10 It would be -- Ms. Sims would be your daily 11 contact. She would be -- like I would provide her 12 all the information. She can post it all on the 13 web. She can provide you the minutes, and it 14 would make sense that she keep all of the 15 minutes. 16 But that frees me up to do all the reports to 17 make sure they're all timely done or presented. 18 So that was the thing, and then Julie is to be 19 running the daily operations of HR. 20 CHAIRWOMAN REYES: Right, right. 21 So it just doesn't seem that Julie should 22 continue any of that day-to-day conversations with 23 the board the way that you had previously been in 24 charge of. 25 MS. PARDE: Yes. Absolutely. Julie would</p>	<p style="text-align: right;">Page 56</p> <p>1 General Counsel, she never had a job description. 2 That was discovered when Mr. Alexander left. 3 So that was the first of our knowledge. 4 So Ms. Dunn -- we're drafting one. 5 I asked Ms. Linda to provide one, too, and so we 6 provided both of those to the Office of General 7 Counsel. And they're working on finalizing a 8 draft. 9 But Ms. Linda would not be -- you know, 10 she already still contacts the City of 11 Jacksonville. She's still performing those 12 day-to-day -- she still posts the board meeting 13 notices. 14 It was just, you know, there's a little 15 overlap I'd like to hand back to her, where I'm 16 the one calling all of you, and I'm the one, 17 you know, posting calendar. 18 She's more than capable of doing those 19 things. So that would go back to her. 20 COMMISSIONER HOROVITZ: We are -- 21 CHAIRWOMAN REYES: Commissioner Horovitz. 22 COMMISSIONER HOROVITZ: -- I'm sorry. 23 (People laughed.) 24 COMMISSIONER HOROVITZ: I'm sorry. 25 To the Chair and to the board, we are skirting</p>

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Page 57	<p>1 around this --</p> <p>2 COMMISSIONER BROCK: Yes.</p> <p>3 COMMISSIONER HOROVITZ: -- and wasting</p> <p>4 everyone's time.</p> <p>5 COMMISSIONER BROCK: Thank you.</p> <p>6 COMMISSIONER HOROVITZ: So the board needs a</p> <p>7 liaison, correct?</p> <p>8 COMMISSIONER BROCK: Yes.</p> <p>9 COMMISSIONER HOROVITZ: And let's be</p> <p>10 honest. Dwayne wanted to do everything and</p> <p>11 took responsibilities away from Linda.</p> <p>12 COMMISSIONER BROCK: Right.</p> <p>13 COMMISSIONER HOROVITZ: That's in the past.</p> <p>14 COMMISSIONER BROCK: Exactly.</p> <p>15 COMMISSIONER HOROVITZ: Moving forward,</p> <p>16 we're too far in the operations charging you guys</p> <p>17 to figure out who that board liaison is going to</p> <p>18 be.</p> <p>19 COMMISSIONER BROCK: Yes.</p> <p>20 COMMISSIONER HOROVITZ: We have got somebody</p> <p>21 who's got 20 years of experience. So I'm not</p> <p>22 going to tell you guys what to do, but that would</p> <p>23 be a logical choice.</p> <p>24 COMMISSIONER BROCK: Yes.</p> <p>25 COMMISSIONER HOROVITZ: And then I think that</p>	Page 59	<p>1 Horovitz says, yes. 100 percent. Please look at</p> <p>2 who is the most appropriate person to be doing</p> <p>3 this function, because the board absolutely needs</p> <p>4 it.</p> <p>5 COMMISSIONER ROGERS: But I do have one</p> <p>6 more. So, as -- sorry --</p> <p>7 CHAIRWOMAN REYES: Commissioner Rogers, yes.</p> <p>8 COMMISSIONER ROGERS: -- sorry, Madam Chair.</p> <p>9 So, as OGC is looking at this through</p> <p>10 Reece, that part of it will be as it relates to</p> <p>11 the roles and responsibility of this position as</p> <p>12 Administrative Affairs Manager who would be a</p> <p>13 liaison to this board; is that accurate?</p> <p>14 CHAIRWOMAN REYES: I think, if the agency</p> <p>15 finds that Ms. Fitzgerald is the most appropriate</p> <p>16 person for that role, then, yes. She would be</p> <p>17 tasked with that.</p> <p>18 COMMISSIONER ROGERS: Thank you.</p> <p>19 CHAIRWOMAN REYES: All right. So now that</p> <p>20 we've kind of gone through the secretary thing,</p> <p>21 the Minutes and Recordkeeping ...</p> <p>22 So I know that, in previous conversations,</p> <p>23 we've had conversations about the bylaws being</p> <p>24 updated, and that was one of the things for the</p> <p>25 working list for the Governance Committee.</p>
Page 58	<p>1 we can move on, right?</p> <p>2 CHAIRWOMAN REYES: Yes.</p> <p>3 So --</p> <p>4 COMMISSIONER ROGERS: I like cutting to the</p> <p>5 chase. That's exactly what I was trying to get</p> <p>6 to, but I didn't want to say it that frankly.</p> <p>7 But thank you, Chair.</p> <p>8 (People laughed.)</p> <p>9 CHAIRWOMAN REYES: Thank you, Commissioner.</p> <p>10 COMMISSIONER BROCK: Thank you.</p> <p>11 CHAIRWOMAN REYES: Thank you, Commissioner</p> <p>12 Horovitz.</p> <p>13 So I also think this is an important exercise</p> <p>14 of just what we're going to come up with,</p> <p>15 what's going to come up, what's going to continue</p> <p>16 to come up until we get out of this status quo</p> <p>17 culture that has been built in the previous</p> <p>18 administration.</p> <p>19 So I just want to thank everyone for their</p> <p>20 input. It's gruesome, and it's, you know,</p> <p>21 back and forth. But we're getting it done in the</p> <p>22 meetings. We're not kicking this off to any</p> <p>23 committies or anything. It's getting done.</p> <p>24 COMMISSIONER BROCK: Thank you. Yes.</p> <p>25 CHAIRWOMAN REYES: So, as Commissioner</p>	Page 60	<p>1 Well, I don't know if I'm ...</p> <p>2 Can I bring this up now that Commissioner</p> <p>3 Brock brought it up regarding the Resident</p> <p>4 Relations Committee, even though it's not on the</p> <p>5 agenda?</p> <p>6 MR. WILSON: Sure.</p> <p>7 CHAIRWOMAN REYES: Okay. Because I think</p> <p>8 that's important to add, also, to the working</p> <p>9 list, Kort.</p> <p>10 But I told you I would bring us back to this.</p> <p>11 COMMISSIONER BROCK: Yes, ma'am.</p> <p>12 CHAIRWOMAN REYES: So the bylaws currently</p> <p>13 state, right, that you have to have --</p> <p>14 you're supposed to have monthly meetings?</p> <p>15 COMMISSIONER BROCK: Uh-huh.</p> <p>16 CHAIRWOMAN REYES: Okay. So I think,</p> <p>17 in the previous minutes, too, we had a</p> <p>18 conversation about another update. I can't</p> <p>19 remember what it was.</p> <p>20 But, to the Chair -- to our Chair,</p> <p>21 Commissioner Horovitz, do you know like where we</p> <p>22 are with any incoming commissioners?</p> <p>23 Do you have any updates on that?</p> <p>24 COMMISSIONER HOROVITZ: From what I</p> <p>25 understand, there is one commissioner that should</p>

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<p>1 be joining us soon.                  2 Does anyone else have any knowledge?                  3 COMMISSIONER WEATHERBY: I've been hearing                  4 that for a while. I don't know what, "soon,"                  5 means.                  6 CHAIRWOMAN REYES: Since November, since I                  7 joined.                  8 COMMISSIONER HOROVITZ: I will reach out and                  9 ask.                  10 CHAIRWOMAN REYES: Okay.                  11 COMMISSIONER WEATHERBY: Agree.                  12 CHAIRWOMAN REYES: We already have a lot on                  13 our plates, and I feel like this board is very                  14 involved. And, you know, we want to do right by                  15 the agency, but we're getting stretched a little                  16 thin.                  17 And some of these changes need to happen just                  18 long-term. So I just want to put it on the record                  19 that we'd love for that to happen. We need more                  20 commissioners.                  21 COMMISSIONER WEATHERBY: I should know the                  22 answer to this.                  23 What is our goal number of commissioners?                  24 Like JEA is seven.                  25 CHAIRWOMAN REYES: Seven.</p>	<p>1 The other thing, too, is the org charts.                  2 I do appreciate you keeping those consistent,                  3 but I do also see on there that the COO position                  4 is still missing. It was missing in the last                  5 board meeting. So I just want to make sure that                  6 the Administrative Organizational Chart has the                  7 COO position, the one that you emailed.                  8 MS. PARDE: So I guess that's where I'm                  9 confused.                  10 You wanted an administrative chart.                  11 So there's the administrative role and operational                  12 role. So, if I put the operational person in                  13 there, it's basically just the whole org chart.                  14 CHAIRWOMAN REYES: Okay.                  15 MS. PARDE: So that's where there's                  16 confusion.                  17 I don't mind doing whatever you want.                  18 That's fine. Absolutely. But the next tab has                  19 the entire org chart which would show you all of                  20 the operations.                  21 So, under the operations, the COO would be                  22 the Resident Services, the property management,                  23 and then all of HCV. So that's 40 pages.                  24 CHAIRWOMAN REYES: Right. Okay.                  25 But I do want to see just the bird's view of the</p>
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<p>1 COMMISSIONER BROCK: Seven.                  2 COMMISSIONER WEATHERBY: Seven?                  3 CHAIRWOMAN REYES: Yes.                  4 Okay. So, just really quickly, I'll do my                  5 Chair Comments. So I know Ms. St. Clair was to                  6 provide for us today a 30-day report, but her son                  7 was graduating law school. So she's not                  8 available.                  9 And Kort did request a 60-day report.                  10 That's fine.                  11 In the future, would it make sense to provide                  12 a report in writing?                  13 MS. PARDE: Through the Chair, actually,                  14 that was what I intended. If that was up to you,                  15 I was going to ask you.                  16 I believe that would be the most appropriate                  17 way, and every HR can issue it and obviously                  18 provide you with an update. I think that would                  19 just be a good standing practice going forward to                  20 keep you apprised of it. And that way she can                  21 come and present it. If you have any questions,                  22 you can ask her directly.                  23 CHAIRWOMAN REYES: Okay. Perfect. Yes.                  24 I like the idea of making that, and that's part of                  25 the standing stuff that I'll reiterate.</p>	<p>1 COO position, because that's what I had requested                  2 last time.                  3 Okay. The standing agenda request --                  4 Commissioner Horovitz, you weren't here when I                  5 mentioned this, but I had asked to Vanessa and to                  6 Kort just to have some standing items in our                  7 agenda so that they can keep us updated.                  8 COMMISSIONER HOROVITZ: Uh-huh.                  9 CHAIRWOMAN REYES: So one of them being the                  10 updates on the RFP for the CEO process.                  11 The other one being updates for the RFP pay and                  12 culture study and the updated working list of all                  13 future committees and any topics that we're                  14 assigning those for the future.                  15 We're going to keep them under the                  16 HR Committee for the time being so we don't lose                  17 track of them, but you and I will keep a separate                  18 tab on what needs to get assigned in the future                  19 committees.                  20 MS. PARDE: So, through the Chair,                  21 I just want to make sure I'm on the same page.                  22 We want one HR working list and just divide                  23 it by governance potentially and the other,                  24 or do you just want one continuous HR one,                  25 and you can delegate them to the others?</p>



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<p>1 CHAIRWOMAN REYES: Correct. Yes. I want 2 them to have, you know, one home under our working 3 list, but with like, you know, in parentheses, 4 "(For future compliance)," or, "(For future 5 Governance Committee)." 6 MS. PARDE: Thank you. I appreciate it. 7 CHAIRWOMAN REYES: And then, yes. Keep up 8 the -- I think also keeping up the updated 9 organizational charts is good with the vacancies 10 on it just so we're aware. 11 And then the board issues that have come up, 12 right, we're going to do an availability survey 13 for the board to see just kind of standing 14 availability for us. Some updates on the bylaws 15 that we'll do once we have a Governance Committee. 16 And, to Commissioner Brock's previous point, 17 right, the board transition and onboarding process 18 is something that goes to governance, right? 19 COMMISSIONER HOROVITZ: Yes. 20 CHAIRWOMAN REYES: So that's what it was, 21 the onboarding process for incoming board members. 22 I feel like all of us can agree, especially for 23 the newer ones, where the onboarding was not 24 there for us. 25 And there is a lot of information,</p>	<p>1 things. 2 CHAIRWOMAN REYES: Well, that would go under, 3 "Closing Comments," wouldn't it? 4 COMMISSIONER BROCK: Yes. 5 COMMISSIONER HOROVITZ: Well, I have an 6 Old Business/New Business question, but, please 7 finish with your list. 8 CHAIRWOMAN REYES: Yes. So Ms. Dunn actually 9 provided the board with the information regarding 10 our CFO, Dennis Lohr's resignation, which is 11 effective today. Yes. It completes today. 12 I understand he gave you a two-week notice? 13 MS. DUNN: He initially submitted notice 14 on May 6th, and, during that conversation, 15 he decided to go home, think about it and 16 determine if that's really what he wanted to do. 17 And he came back and officially submitted 18 I think on May 9th. 19 CHAIRWOMAN REYES: Okay. Yes. I do see the 20 stamp on there. 21 So, clearly, given the fact that it's in the 22 news, right, and we're back in the public eye, 23 I think it's important to address the issue. 24 Having been here on the board just, 25 you know, six months and just seeing what's been</p>
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<p>1 such as knowing when you have to do committees and 2 when you have to have meetings and all that, 3 that should be listed on there. So I would like 4 to see that in the future, as well. 5 Commissioner Horovitz. 6 COMMISSIONER HOROVITZ: When you have time, 7 I have -- 8 CHAIRWOMAN REYES: Okay. Go ahead. 9 COMMISSIONER HOROVITZ: -- so I think that it 10 fits best here to talk about HR, because we're all 11 together. 12 I'm sure everyone has seen that we are losing 13 our CFO. So I think that it's worth discussing. 14 CHAIRWOMAN REYES: That was my next point. 15 COMMISSIONER HOROVITZ: I asked if you were 16 done. 17 CHAIRWOMAN REYES: No, no. Well, with that 18 specific topic. 19 (People laughed.) 20 CHAIRWOMAN REYES: I got bullets. I got 21 bullets. 22 COMMISSIONER HOROVITZ: When you are done 23 done -- 24 (People laughed.) 25 COMMISSIONER HOROVITZ: -- I have some</p>	<p>1 happening, I know that, in a lot of our meetings, 2 there has been just some inconsistencies in our 3 finance reports and, you know, just getting 4 information back to the board about some questions 5 that we've had. 6 So, just out of curiosity, was there any, 7 you know, issues with Dennis? 8 Was there any problems that we had? 9 MS. DUNN: Mr. Lohr served the agency for 10 four years. And he exercised his right to seek 11 new employment, and that's what he has done. 12 COURT REPORTER: Did you say, "four," 13 or, "forty"? 14 MS. DUNN: Four years. 15 CHAIRWOMAN REYES: Four. 16 COURT REPORTER: Four? 17 CHAIRWOMAN REYES: Right. 18 COURT REPORTER: Okay. Thank you. 19 CHAIRWOMAN REYES: And then, just because 20 this board is committed to transparency, 21 the article that was released also talked about 22 an accountant. 23 MS. DUNN: Yes. 24 CHAIRWOMAN REYES: Can you provide a little 25 bit more color on that?</p>

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Page 70	<p>1 exceed \$50,000 for the period of 60 days starting</p> <p>2 today.</p> <p>3 The Docusign should be in my inbox probably</p> <p>4 before I leave here, and they're going to provide</p> <p>5 that stopgap service for us until we can hire a</p> <p>6 permanent replacement.</p> <p>7 They've already -- we've already engaged them</p> <p>8 for year-end services. So they're not new to the</p> <p>9 agency. They're very familiar with our accounting</p> <p>10 practices and what we're doing, and so it just</p> <p>11 made sense to bring them on board in this capacity</p> <p>12 quickly.</p> <p>13 CHAIRWOMAN REYES: Okay. Do you have an</p> <p>14 expected time frame when that's going to occur?</p> <p>15 MS. DUNN: Once I execute the contract,</p> <p>16 it's effective today.</p> <p>17 CHAIRWOMAN REYES: Okay. Does anybody have</p> <p>18 any additional questions?</p> <p>19 Commissioner Rogers.</p> <p>20 COMMISSIONER ROGERS: Sorry. I'll just say</p> <p>21 what I put in an e-mail to Ms. Dunn as it relates</p> <p>22 to this issue.</p> <p>23 It is always shocking to me when you have to</p> <p>24 find information out via the media, and so one</p> <p>25 of the things that I did say is, "I would hope in</p>	Page 72	<p>1 CHAIRWOMAN REYES: So, Ms. Dunn, how did this</p> <p>2 investigation come to your office?</p> <p>3 MS. DUNN: An employee had some concerns</p> <p>4 about some discrepancies that had occurred</p> <p>5 while she was out, and, once she made those</p> <p>6 concerns known to Human Resources, we initiated an</p> <p>7 investigation through our Compliance Department.</p> <p>8 CHAIRWOMAN REYES: Okay. I agree.</p> <p>9 I feel like, since I joined the board,</p> <p>10 we've always found out these things through the</p> <p>11 media.</p> <p>12 And so, while I do appreciate you sending us</p> <p>13 the email, is there a possibility that the board</p> <p>14 can be informed when these investigations begin to</p> <p>15 take place?</p> <p>16 MS. DUNN: Under certain circumstances.</p> <p>17 It just really depends, because we have ongoing</p> <p>18 investigations with the OIG now that I can't</p> <p>19 disclose, right, those details to you.</p> <p>20 I'm prohibited.</p> <p>21 But, internally, yes. We can certainly</p> <p>22 disclose those investigations, and I have made the</p> <p>23 Chair aware as those investigations are happening</p> <p>24 and the details considering.</p> <p>25 CHAIRWOMAN REYES: Okay.</p>

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<p style="text-align: right;">Page 73</p> <p>1 COMMISSIONER HOROVITZ: To the Chair,  2 there have been, you know, issues that we get sent  3 from -- or I get sent from OIG, just for my  4 knowledge. I'm not able to share. It's just to  5 make me aware of them.  6 And so some things -- to your point,  7 we've made this point before, when we're able  8 to, this board should be hearing from leadership  9 about an issue.  10 But, obviously, if something is an open  11 investigation and you're being told, "This is for  12 your eyes only," it needs to say with whoever has  13 it.  14 But, whenever possible --  15 MS. DUNN: Right.  16 CHAIRWOMAN REYES: Okay. So then I would  17 -- what I would request, in those emails that you  18 are sending us -- you can affirmatively state,  19 "I am not authorized to release any information,  20 but here is the result of it. This is what I  21 have," or, if it's in the news already, like this  22 particular case, right, then you would just email  23 us saying, "I was not authorized to disclose  24 information prior to this."  25 Does that make sense?</p>	<p style="text-align: right;">Page 75</p> <p>1 to get something for your question.  2 COMMISSIONER WEATHERBY: I think it's of  3 interest to everyone.  4 CHAIRWOMAN REYES: Yes. If you can have that  5 for the next HR meeting ...  6 MS. TEODORESCU: Yes. Absolutely.  7 COMMISSIONER WEATHERBY: And I'm guessing,  8 because of sunshine laws, you know, obviously,  9 we can't communicate with each other, but I think  10 that doesn't negate the need for all of us to be  11 as well informed as possible.  12 CHAIRWOMAN REYES: Great. All right.  13 So I think we've just established a new procedure  14 for that.  15 Yes, Ms. Kort.  16 MS. PARDE: So I did want to just bring to  17 the board's attention that actually on the  18 HR Committee objective for next month was the  19 JHA employee files from open investigations  20 and JHA procedure keeping those ongoing  21 investigations and internal complaints and all  22 that so you would know.  23 And then also a procedure for how complaints  24 are brought to the board's attention where I was  25 going to see if you wanted us to invite the</p>
<p style="text-align: right;">Page 74</p> <p>1 MS. DUNN: That does.  2 CHAIRWOMAN REYES: Okay. And that way it's  3 in the records, and we're not, you know, kind of  4 frustrated -- left frustrated that, once again,  5 we're kind of blindsided.  6 Commissioner Weatherby.  7 COMMISSIONER WEATHERBY: Maybe this is for  8 Reece.  9 Through the Chair, it is my understanding  10 that each commissioner has the same amount of  11 fiduciary responsibility and liability,  12 and so I have some concern. And I understand when  13 you can't disclose things.  14 But, in terms of our liability, how is it  15 assessed what we absolutely need to know for our  16 own protection?  17 MS. TEODORESCU: And this is not my area  18 of expertise, but the problem is whatever the  19 inspector general says can be disclosed and who  20 it can be disclosed to -- that's what will be  21 communicated.  22 And I have no problem getting with the  23 inspector general to get more information for you  24 on this issue, and maybe we can report back at  25 the next meeting or just directly to you,</p>	<p style="text-align: right;">Page 76</p> <p>1 Office of Inspector General over so that they  2 could explain it, obviously.  3 CHAIRWOMAN REYES: Yes, yes.  4 MS. PARDE: I'll put in our memo that we  5 provided to OGC for review -- we'll put in what  6 you said about, you know, Ms. Dunn, when she  7 provides an email. That verbatim is exactly what  8 you said -- that statement.  9 So that you had -- you had already talked  10 about that prior, and I did -- that was on the  11 list. It was just something that was coming up.  12 But, if you like, would you like me to offer  13 to bring in the inspector general and have him  14 come?  15 CHAIRWOMAN REYES: I think that would be a  16 good exercise for the board. Yes.  17 COMMISSIONER HOROVITZ: Uh-huh.  18 MS. PARDE: Thank you.  19 CHAIRWOMAN REYES: And, Ms. Kort, I think we  20 also talked about this last time. Given the fact  21 that there was not like a HR position in the past  22 and it was just straight CAO, and, in the last  23 HR Committee, you acknowledged, right,  24 that, because there wasn't an HR person, right,  25 you were focused on priorities. You were focused</p>

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<p>1 on getting the things that were important that                  2 needed to get done, and so I just want to make                  3 sure that, in those policies that you provide for                  4 that next agenda, is the exact procedure --                  5 now that we have Ms. St. Clair the exact procedure                  6 for when an employee has a complaint for any                  7 executive managerial position how that HR position                  8 is required to review that complaint.                  9 MS. PARDE: Through the Chair, that's been                  10 the great thing is that she's been able to focus                  11 on that. To be honest with you, any and all                  12 complaints are directly given to her now so that                  13 she can document them, and I will go ahead and do                  14 that. Absolutely.                  15 CHAIRWOMAN REYES: Okay. Thank you.                  16 All right.                  17 COMMISSIONER HOROVITZ: Yes. So I just got                  18 an answer --                  19 CHAIRWOMAN REYES: Commissioner --                  20 COMMISSIONER HOROVITZ: -- yeah --                  21 CHAIRWOMAN REYES: -- Horovitz, yes.                  22 COMMISSIONER HOROVITZ: -- sorry.                  23 A new commissioner is likely to start the last                  24 week of July. So it's a little further away                  25 than I think we had thought, but at least that's a</p>	<p>1 -- I think we've posted out for a CFO.                  2 And so I've been thinking about, just like as                  3 we're changing these key leadership roles,                  4 I know, as a leader, I like to have the                  5 opportunity to bring in my key staff.                  6 And so I've been wrestling with,                  7 if we do decide to bring in -- you know, as we're                  8 looking at our CEO, now we're taking away that                  9 opportunity for that person to identify that,                  10 and I know the timing of this is not great.                  11 But, how do we balance not bringing in a CFO?                  12 Is it better to bring in an interim CFO and                  13 allow our CEO to select that person?                  14 Does that make sense?                  15 (nodded heads affirmatively)                  16 COMMISSIONER HOROVITZ: And I kind of feel                  17 like that we should do that, but I also don't want                  18 our Finance Department to suffer in the interim.                  19 So I know we don't want to be in the                  20 operations, but maybe we do need to have a                  21 conversation about not hiring a CFO and bringing                  22 in someone as an interim.                  23 CHAIRWOMAN REYES: Thank you for that,                  24 because I did talk to Ms. Dunn. You know,                  25 we did have a conversation, and the problem right</p>
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<p>1 goal line.                  2 COMMISSIONER WEATHERBY: Does that --                  3 I'm sorry.                  4 Through the Chair, is that pending City                  5 Council approval?                  6 Or I would assume that would -- City Council                  7 approval would have been given if they had                  8 started. You can't start without City Council.                  9 COMMISSIONER HOROVITZ: We would assume that,                  10 but I'm not sure.                  11 COMMISSIONER WEATHERBY: I'm stating the                  12 obvious.                  13 MS. PARDE: Through the Chair, I actually                  14 look every Tuesday to make sure that there is no                  15 new legislation for JHA, because that's how we                  16 become apprised of it.                  17 We figure it out when we look online,                  18 and there was nothing filed this week or the last                  19 week on that subject. But I will continue to                  20 check every week, and, if you'd like, I can update                  21 you on that.                  22 CHAIRWOMAN REYES: Okay.                  23 COMMISSIONER HOROVITZ: I just have two                  24 things, and I know we're running out of time now.                  25 So, going back to -- I know that we're looking</p>	<p>1 now is that we're in the middle of audits.                  2 And so we need to have somebody that like                  3 has, you know, that executive understanding of                  4 what needs to get accomplished and the deadlines.                  5 Because I believe we have a June deadline coming                  6 up.                  7 MS. DUNN: We have a June deadline coming up.                  8 We're facing year-end, and this will impact our                  9 scoring. If you do not have a CFO, you are                  10 risking it to become a troubled housing authority                  11 --                  12 COMMISSIONER BROCK: Exactly.                  13 MS. DUNN: -- and we do not have access.                  14 And HUD does not give access to contractors for                  15 certain roles, and we need to be able to draw                  16 down funds and subsidy to keep this agency                  17 running.                  18 CHAIRWOMAN REYES: So I would typically be                  19 for promoting somebody from within, because they                  20 understand what's expected. They understand                  21 the responsibilities.                  22 I just -- and I'm open to having this                  23 conversation. So thank you for bringing it up,                  24 Commissioner Horovitz.                  25 But I just -- I'm a little concerned about</p>

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<p>1 the deadlines and the fact that it's going to</p> <p>2 affect our -- you know, our administration of the</p> <p>3 agency, our ratings.</p> <p>4 We've already suffered in other ratings.</p> <p>5 So I just want to make sure that we are keeping</p> <p>6 things in line.</p> <p>7 So, does anybody else have any thoughts?</p> <p>8 Commissioner Rogers.</p> <p>9 COMMISSIONER ROGERS: And I don't want to</p> <p>10 belabor this point, but, again, I need</p> <p>11 clarification.</p> <p>12 So I'm looking at the org chart, and so we</p> <p>13 have a Deputy CFO.</p> <p>14 And so, bringing in this company, how does</p> <p>15 the day-to-day operation of the Deputy CFO --</p> <p>16 how does all that work?</p> <p>17 I'm just trying to understand.</p> <p>18 CHAIRWOMAN REYES: Ms. Dunn.</p> <p>19 MS. DUNN: They would provide the day-to-day</p> <p>20 oversight and basically the supervision to the</p> <p>21 Deputy CFO.</p> <p>22 COMMISSIONER HOROVITZ: I know that --</p> <p>23 go ahead. I thought you were --</p> <p>24 COMMISSIONER ROGERS: Yeah. I've just never</p> <p>25 seen it done that way. Typically, I have always</p>	<p>1 And then I have another -- because, to me,</p> <p>2 when we talk so much about, "active," versus</p> <p>3 "interim," so many leadership changes that would</p> <p>4 really have fallen under an interim than an</p> <p>5 acting, which is definitely keeping the ship</p> <p>6 sailing.</p> <p>7 And I know we've talked about this so much,</p> <p>8 and the last 12 minutes is not the right time to</p> <p>9 bring it up, again.</p> <p>10 But I am concerned about the amount of</p> <p>11 leadership and the amount of tension that we have</p> <p>12 on all of the things that we have going on,</p> <p>13 and I think that we need to revisit acting and</p> <p>14 interim. Because I think that we need more bodies</p> <p>15 in the building. So I think that we need to have</p> <p>16 a conversation about that.</p> <p>17 CHAIRWOMAN REYES: Okay. Commissioner Brock.</p> <p>18 COMMISSIONER BROCK: Madam Chair,</p> <p>19 to Commissioner Heather, who is our Board Chair,</p> <p>20 I feel you in what you're saying, and I'm in total</p> <p>21 agreement. And I think so many of the rest of us</p> <p>22 are, too.</p> <p>23 And that's why I -- when -- when --</p> <p>24 before Ms. Lawsikia left, she was sharing with us</p> <p>25 what we could do and what we could not do when we</p>
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<p>1 seen that the deputy is the interim until</p> <p>2 something happens, but I mean ...</p> <p>3 MS. DUNN: The current deputy is on</p> <p>4 probation.</p> <p>5 COMMISSIONER ROGERS: Oh, okay. Then I know</p> <p>6 that now.</p> <p>7 MS. DUNN: Yes.</p> <p>8 COMMISSIONER ROGERS: He's new.</p> <p>9 MS. DUNN: Yes.</p> <p>10 COMMISSIONER ROGERS: Got it. Okay.</p> <p>11 That answers my questions then.</p> <p>12 CHAIRWOMAN REYES: Yes, Commissioner Horovitz</p> <p>13 -- oh, Commissioner Weatherby was first.</p> <p>14 COMMISSIONER HOROVITZ: Did you have</p> <p>15 something?</p> <p>16 COMMISSIONER WEATHERBY: No.</p> <p>17 COMMISSIONER HOROVITZ: Would it be</p> <p>18 appropriate for the board to select the CFO?</p> <p>19 CHAIRWOMAN REYES: So my understanding is</p> <p>20 that we are only allowed to vote on the CEO.</p> <p>21 That is the only control that we have regarding</p> <p>22 --</p> <p>23 COMMISSIONER WEATHERBY: I think that gets us</p> <p>24 into the weeds a little bit.</p> <p>25 COMMISSIONER HOROVITZ: Got it. Okay.</p>	<p>1 were facing the CEO.</p> <p>2 If you remember, I asked the question to</p> <p>3 the board the authority that we were going to give</p> <p>4 to the CEO about the hiring and the firing.</p> <p>5 COMMISSIONER HOROVITZ: Uh-huh.</p> <p>6 COMMISSIONER BROCK: I had an incident with</p> <p>7 a resident the other day, and I came here.</p> <p>8 Because the resident called me, and, by my</p> <p>9 surprise, that's when I had to go to the</p> <p>10 Finance Department. And that's when I found out</p> <p>11 that -- Dennis told me that he was leaving.</p> <p>12 My heart was saddened when he told me he was</p> <p>13 leaving, and I tried to convince him, you know,</p> <p>14 to stay. But he said, "No, Commissioner.</p> <p>15 I -- I've took too much."</p> <p>16 And he didn't go into the details, but he was</p> <p>17 very much serious about it, you know. And I don't</p> <p>18 know, because I'm real -- you know, I'm real</p> <p>19 saddened with where we're at right now. I really</p> <p>20 am. I really am.</p> <p>21 COMMISSIONER HOROVITZ: I do want to say</p> <p>22 I'm not making this personal, and I do think that</p> <p>23 Ms. Dunn is doing a great job steering the ship.</p> <p>24 But I do think that we need someone</p> <p>25 laser-focused on operations and laser-focused on</p>

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<p>1 finance and laser-focused on the high-level ...</p> <p>2 and, for that, you need more people.</p> <p>3 COMMISSIONER BROCK: Yeah.</p> <p>4 COMMISSIONER HOROVITZ: So that's a</p> <p>5 conversation that I think that we should have.</p> <p>6 Do we want to look at bringing in an</p> <p>7 interim who can take those things that the CEO is</p> <p>8 supposed to be doing off, leave the search for the</p> <p>9 CEO?</p> <p>10 Again, everyone is welcome to apply for that</p> <p>11 role. I think we need more resources here.</p> <p>12 COMMISSIONER BROCK: Yeah.</p> <p>13 COMMISSIONER HOROVITZ: But, if we all want</p> <p>14 to stay the course, then we can stay with what</p> <p>15 we're doing.</p> <p>16 COMMISSIONER WEATHERBY: Through the Chair,</p> <p>17 could you clarify what you mean, "the interim"?</p> <p>18 CHAIRWOMAN REYES: Yeah, I was going to.</p> <p>19 COMMISSIONER WEATHERBY: Because Ms. Dunn is</p> <p>20 acting, and -- I know, under -- because I talked</p> <p>21 to Reece about it several meetings ago -- has the</p> <p>22 authority, you know, to do the hiring and firing.</p> <p>23 Some limitations on policy changes is my</p> <p>24 understanding.</p> <p>25 Are you suggesting bringing in someone else?</p>	<p>1 out of line. I don't know.</p> <p>2 Isn't that something that we still have the</p> <p>3 opportunity to do?</p> <p>4 COMMISSIONER BROCK: Yes.</p> <p>5 MR. WILSON: Absolutely. You guys have the</p> <p>6 authority as the board to hire and dismiss the</p> <p>7 CEO. So that's within your purview.</p> <p>8 CHAIRWOMAN REYES: So, Reece, we don't have</p> <p>9 to do like an advertising or a recruitment notice</p> <p>10 or anything for that Interim CEO?</p> <p>11 MR. WILSON: I don't believe so.</p> <p>12 COMMISSIONER BROCK: Unh-unh.</p> <p>13 COMMISSIONER HOROVITZ: No.</p> <p>14 And Lawsikia -- I'm sorry -- Ms. Hodges had</p> <p>15 shared before and even had made the recommendation</p> <p>16 that it might have been in the best interest to</p> <p>17 bring in someone from the outside, especially with</p> <p>18 so much culture issues, who could have a different</p> <p>19 perspective, and we went a different direction.</p> <p>20 But anyone could volunteer to step in that role.</p> <p>21 We would just have to agree to it.</p> <p>22 COMMISSIONER BROCK: Agree to it, yeah.</p> <p>23 COMMISSIONER HOROVITZ: My opinion is that</p> <p>24 out of this committee meeting that we take our</p> <p>25 recommendation to the board that we would either</p>
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<p>1 COMMISSIONER HOROVITZ: Someone else, yes.</p> <p>2 Having Ms. Dunn go back into full-time COO</p> <p>3 role and focus in that area where I feel like we</p> <p>4 need more attention, and bringing in someone from</p> <p>5 the outside, in a temporary capacity, to help us</p> <p>6 identify a permanent CEO, who could be anybody</p> <p>7 who is currently employed by the agency.</p> <p>8 COMMISSIONER WEATHERBY: But we have an RFP</p> <p>9 out for that.</p> <p>10 COMMISSIONER HOROVITZ: No.</p> <p>11 What do you mean?</p> <p>12 COMMISSIONER WEATHERBY: For the CEO.</p> <p>13 COMMISSIONER HOROVITZ: We have an RFP for a</p> <p>14 search firm to identify -- I just mean that anyone</p> <p>15 -- we've always said, "Ms. Dunn, Ms. Kort, anyone</p> <p>16 could apply for the role."</p> <p>17 COMMISSIONER WEATHERBY: Of CEO.</p> <p>18 COMMISSIONER HOROVITZ: Yes. No one is</p> <p>19 excluded from that.</p> <p>20 COMMISSIONER WEATHERBY: Right.</p> <p>21 COMMISSIONER HOROVITZ: But the interim</p> <p>22 would just be somebody that we all agreed would</p> <p>23 just step in, and it's something we discussed a</p> <p>24 few months ago.</p> <p>25 And, Reece, step in if I'm out of order or</p>	<p>1 stay the course ...</p> <p>2 Because it's a very powerful statement that</p> <p>3 we are going through all of these pains and not</p> <p>4 speaking to what we're doing to make any changes</p> <p>5 to the positive.</p> <p>6 CHAIRWOMAN REYES: Commissioner Weatherby.</p> <p>7 COMMISSIONER WEATHERBY: Is an alternative</p> <p>8 possibility an Interim COO?</p> <p>9 CHAIRWOMAN REYES: I mean --</p> <p>10 COMMISSIONER HOROVITZ: Isn't that the same</p> <p>11 issue as the CFO?</p> <p>12 CHAIRWOMAN REYES: -- right.</p> <p>13 And, who would be the Interim COO at this</p> <p>14 point if we have Ms. ...</p> <p>15 So we have Ms. Dunn doing both, the COO and</p> <p>16 the CEO position.</p> <p>17 COMMISSIONER WEATHERBY: Right.</p> <p>18 Well, my point would be that we could have an</p> <p>19 interim on either one without causing too much</p> <p>20 disruption.</p> <p>21 CHAIRWOMAN REYES: So I mean I think,</p> <p>22 to Commissioner Heather's point, we should make a</p> <p>23 recommendation to the board.</p> <p>24 COMMISSIONER WEATHERBY: I mean, if more</p> <p>25 bodies is what we're looking for -- because,</p>

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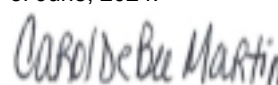
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<p>1 obviously, you know, there's a lot on everybody's 2 plate, not just the board, but, you know, 3 everybody in the agency. 4 If we're looking for more bodies, then, 5 obviously, that means more expertise. I'm just 6 thinking about -- 7 CHAIRWOMAN REYES: Thank you -- 8 COMMISSIONER WEATHERBY: -- alternatives. 9 CHAIRWOMAN REYES: -- sorry to interrupt, 10 Commissioner Weatherby. 11 COMMISSIONER WEATHERBY: No problem. 12 Reece, if we did look for an interim or for a 13 CEO position, what does that hiring process look 14 like? 15 MR. WILSON: Well, to the Chair, I think 16 looking at the bylaws really your guys' focus 17 as the board is at the CEO level, not really 18 beneath that. 19 CHAIRWOMAN REYES: Right. 20 So then, what is the process? 21 I haven't been here for previous CEO 22 hirings. 23 What is the process for that? 24 Does the agency participate in that search 25 for candidates, or --</p>	<p>1 an interim, but an interim in another position is 2 absolutely permissible. It would just -- 3 you know, the CFO one is the one because of the 4 auditing right now and that that would not be 5 appropriate. 6 CHAIRWOMAN REYES: Commissioner Weatherby. 7 COMMISSIONER WEATHERBY: I guess my point 8 and confusion is, since we have an RFP out for a 9 CEO, right -- 10 CHAIRWOMAN REYES: Correct. 11 COMMISSIONER WEATHERBY: -- an Interim CEO 12 would take time to find, as well. 13 Is that not duplicative, or am I not 14 understanding maybe what you're saying? 15 COMMISSIONER HOROVITZ: So what we talked 16 about, when we were going through all of the 17 challenges late last year -- there were a number 18 of people who had identified themselves that would 19 be willing to step in. 20 And I think that any one of us could probably 21 come up with a couple of names, and how it was 22 presented was that you would bring those names -- 23 obviously, having a conversation with those 24 people, because it would be a public conversation 25 at this level -- and then we would decide that.</p>
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<p>1 MR. WILSON: To the Chair, I think you 2 guys perform the interviews. 3 COMMISSIONER BROCK: We -- we do. 4 I'm sorry. 5 MR. WILSON: That's okay. We're saying the 6 same thing. 7 CHAIRWOMAN REYES: Okay. Yeah. 8 COMMISSIONER BROCK: We do the interviews, 9 Madam Chair. We do the interviews of those that 10 apply. 11 CHAIRWOMAN REYES: Okay. So I don't know 12 that I am -- I have to look a little bit more. 13 I'm not sure that I'm ready to make a 14 recommendation, but I think we should bring it up 15 at the next board meeting with some more -- 16 I think we should all each individually kind of 17 research that for ourselves, and then ... 18 Yes, Ms. Kort. 19 MS. PARDE: While you're considering that, 20 I think you should know the fact that -- 21 so the reason -- so the CFO would have to be 22 because of the audit purposes, as well as the 23 Office of General Counsel says this, but we have 24 bonds out. 25 So that's why the CFO needs to stay and not</p>	<p>1 Okay? 2 We would put that person in place. 3 We recognize that finding a CEO could take 4 six to nine months, and so, just looking at that 5 runway, that's concerning to me. 6 CHAIRWOMAN REYES: Commissioner Brock. 7 COMMISSIONER BROCK: Madam Chair, just to add 8 to Commissioner Heather to help Commissioner 9 Weatherby, she's right. 10 We would -- we would bring them in, 11 and they would come before us, you know, 12 and state -- you know, we would look at their 13 resume, look at who they are. And then we 14 could make a decision as a board. 15 We don't make it at -- you know, 16 we'll look at all of them first, and then we'll 17 start winding down of who we think would be the 18 best person to step in until we get the permanent 19 CEO. 20 CHAIRWOMAN REYES: Okay. Commissioner 21 Rogers. 22 COMMISSIONER ROGERS: With a couple minutes 23 left before our next meeting, I have so many 24 questions. So I'm not ready. 25 If there is a motion or we're going to --</p>

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<p>1 I'm not prepared for that.</p> <p>2 CHAIRWOMAN REYES: No, no. There is no</p> <p>3 motion. It's a discussion.</p> <p>4 COMMISSIONER ROGERS: Because there's a lot</p> <p>5 of discussions that I have -- or a lot of</p> <p>6 questions that I have, and I do understand</p> <p>7 Madam Chair's point.</p> <p>8 My question is, did we bring in --</p> <p>9 because I want to be very clear. If we bring in</p> <p>10 an Interim CEO, the question I would then have</p> <p>11 would be -- because we have an RFP out --</p> <p>12 will that person be able to apply for the</p> <p>13 permanent position?</p> <p>14 COMMISSIONER BROCK: No.</p> <p>15 CHAIRWOMAN REYES: No. An interim cannot</p> <p>16 apply for the --</p> <p>17 COMMISSIONER ROGERS: They would not be</p> <p>18 able to apply for the permanent position.</p> <p>19 COMMISSIONER BROCK: No, no.</p> <p>20 COMMISSIONER ROGERS: So they would only be</p> <p>21 -- okay. So, as long as I'm clear on what we're</p> <p>22 asking, because, if we're bringing in someone and</p> <p>23 they're doing an amazing job and they're doing all</p> <p>24 the things that we're asking and then they decide</p> <p>25 -- I have seen this at other places --</p>	<p>1 COMMISSIONER HOROVITZ: And I'm sorry.</p> <p>2 What I'm not understanding is, what would be</p> <p>3 helpful?</p> <p>4 How is that helpful?</p> <p>5 CHAIRWOMAN REYES: Well, I mean I think,</p> <p>6 not having been in this position before and</p> <p>7 understanding how it would work and like what are</p> <p>8 the restrictions, what are the limitations,</p> <p>9 what are the responsibilities to kind of</p> <p>10 understand that --</p> <p>11 COMMISSIONER HOROVITZ: I think that OGC --</p> <p>12 Ms. Hodges -- I think those would be really</p> <p>13 good people, especially because Ms. Hodges was</p> <p>14 here when we were talking through this.</p> <p>15 I would encourage the commissioners to reach</p> <p>16 out to her to talk through it. She has a lot of</p> <p>17 knowledge about what the differences are.</p> <p>18 CHAIRWOMAN REYES: Okay.</p> <p>19 COMMISSIONER BROCK: Yeah.</p> <p>20 COMMISSIONER HOROVITZ: Is that all right?</p> <p>21 CHAIRWOMAN REYES: Yeah. 100 percent.</p> <p>22 COMMISSIONER BROCK: That's fine.</p> <p>23 CHAIRWOMAN REYES: Commissioner Weatherby.</p> <p>24 COMMISSIONER WEATHERBY: My understanding of</p> <p>25 acting versus interim is that an Interim CEO could</p>
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<p>1 "Hey, I want to apply for the permanent position."</p> <p>2 Are we now restricting their hands,</p> <p>3 and are we restricting them as an agency?</p> <p>4 So what we're saying as an agency, a board,</p> <p>5 is we're only going to hire them as an interim,</p> <p>6 but they cannot apply. And we're going to make</p> <p>7 that -- that would be made clear to them, that</p> <p>8 they cannot apply for the permanent position.</p> <p>9 And I say, "Yes." Okay.</p> <p>10 CHAIRWOMAN REYES: Okay. So I think what</p> <p>11 would be relevant here is to have ...</p> <p>12 Is there a way that we can -- for the next</p> <p>13 meeting where we'll have this conversation more</p> <p>14 in-depth and make a decision on it?</p> <p>15 Would we be able to have kind of like a</p> <p>16 report on any other agencies that have potentially</p> <p>17 done this kind of management change?</p> <p>18 MS. PARDE: Through the Chair, are we</p> <p>19 talking about public housing authority agencies,</p> <p>20 or are we talking about other Jacksonville</p> <p>21 agencies like the Jacksonville Airport Authority?</p> <p>22 Because that's a very different situation.</p> <p>23 CHAIRWOMAN REYES: Okay. Because I don't</p> <p>24 know what -- to have like a reference to compare</p> <p>25 to.</p>	<p>1 make policy changes and that sort of thing;</p> <p>2 whereas, an acting one cannot.</p> <p>3 Are we ready to give a temporary person that</p> <p>4 authority?</p> <p>5 CHAIRWOMAN REYES: Commissioner Brock.</p> <p>6 COMMISSIONER BROCK: Madam Chair, I think</p> <p>7 that, Commissioner Weatherby, if we did that,</p> <p>8 we would definitely put together a contract like</p> <p>9 what Commissioner Heather said.</p> <p>10 We would -- the board would put together a</p> <p>11 contract and tell that person what the dos,</p> <p>12 the don'ts are that's on that. We would put that</p> <p>13 contract together, and they would have to agree to</p> <p>14 it --</p> <p>15 MS. TEODORESCU: (nodded head affirmatively)</p> <p>16 COMMISSIONER BROCK: -- if they're going to</p> <p>17 come on board with us.</p> <p>18 So we could put the contract together and</p> <p>19 tell them. You know, we all would vote on it and</p> <p>20 agree how that contract would be written up,</p> <p>21 but it would be a contract.</p> <p>22 CHAIRWOMAN REYES: Okay.</p> <p>23 COMMISSIONER HOROVITZ: I think our meeting</p> <p>24 has to start now; is that right?</p> <p>25 COMMISSIONER BROCK: Yeah.</p>



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<p style="text-align: right;">Page 97</p> <p>1 MR. WILSON: Yes.</p> <p>2 COMMISSIONER HOROVITZ: Can we take --</p> <p>3 I'm sorry.</p> <p>4 CHAIRWOMAN REYES: No, no. So I mean that</p> <p>5 was -- that was literally like the closing</p> <p>6 conversation we were having.</p> <p>7 COMMISSIONER WEATHERBY: I just want to be</p> <p>8 sure we understand the ramifications of this</p> <p>9 decision. They're unfortunately not as simple</p> <p>10 as they may be.</p> <p>11 I mean we all know that, but, as someone</p> <p>12 looking in, it's more simple than it is --</p> <p>13 and we understand all of the ramifications.</p> <p>14 CHAIRWOMAN REYES: So I think, to wrap it up,</p> <p>15 what we'll do is we're going to bring this to the</p> <p>16 next board meeting. We're going to each</p> <p>17 individually reach out to Ms. Hodges to get some</p> <p>18 clarification.</p> <p>19 And then, Kort, will you provide just like a</p> <p>20 breakdown?</p> <p>21 I think you had previously provided it in</p> <p>22 some of the previous minutes regarding interim</p> <p>23 versus acting.</p> <p>24 MS. PARDE: I think that would be more</p> <p>25 appropriate for OGC then on the legal</p>	<p style="text-align: right;">Page 99</p> <p>1 (Whereupon, the proceedings in the</p> <p>2 above-titled cause concluded at 10:33 a.m.)</p> <p>3 ---</p> <p>4</p> <p>5</p> <p>6</p> <p>7</p> <p>8</p> <p>9</p> <p>10</p> <p>11</p> <p>12</p> <p>13</p> <p>14</p> <p>15</p> <p>16</p> <p>17</p> <p>18</p> <p>19</p> <p>20</p> <p>21</p> <p>22</p> <p>23</p> <p>24</p> <p>25</p>
<p style="text-align: right;">Page 98</p> <p>1 ramifications of it, and that would be their call.</p> <p>2 CHAIRWOMAN REYES: Okay. Is that acceptable,</p> <p>3 Reece?</p> <p>4 MR. WILSON: Yes. I would just say reach out</p> <p>5 to OGC, and we can discuss the interim and acting</p> <p>6 implications.</p> <p>7 CHAIRWOMAN REYES: Okay. All right.</p> <p>8 So everybody has their homework?</p> <p>9 Commissioner Rogers.</p> <p>10 COMMISSIONER ROGERS: No. I was going to</p> <p>11 motion to adjourn the HR Committee at 10:33.</p> <p>12 (People laughed.)</p> <p>13 CHAIRWOMAN REYES: All right. Can I get a</p> <p>14 second?</p> <p>15 COMMISSIONER BROCK: I second.</p> <p>16 (People laughed.)</p> <p>17 COMMISSIONER HOROVITZ: Does everyone need a</p> <p>18 break?</p> <p>19 I'm sorry.</p> <p>20 COMMISSIONER BROCK: Yes.</p> <p>21 COMMISSIONER HOROVITZ: Did you say the</p> <p>22 meeting was adjourned?</p> <p>23 I'm sorry.</p> <p>24 CHAIRWOMAN REYES: Yes. This meeting is</p> <p>25 adjourned at 10:33.</p>	<p style="text-align: right;">Page 100</p> <p>1 CERTIFICATE</p> <p>2 STATE OF FLORIDA )</p> <p>3 COUNTY OF DUVAL )</p> <p>4 I, Carol DeBee Martin, Certified Court</p> <p>5 Reporter and Notary Public, certify that I was</p> <p>6 authorized to and did stenographically report</p> <p>7 to the best of my ability the foregoing proceedings</p> <p>8 and that the transcript is a true and complete record</p> <p>9 of my stenographic notes.</p> <p>10 Dated this 2nd day of June, 2024.</p> <p>11</p> <p>12</p> <p>13</p> <p>14 </p> <p>15 Carol DeBee Martin</p> <p>16 Notary Public State of Florida</p> <p>17 My Commission: HH 038064</p> <p>18 Expires: 12-29-2024</p> <p>19</p> <p>20</p> <p>21</p> <p>22</p> <p>23</p> <p>24</p> <p>25</p>