

7-26-24 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, July 26, 2024</p> <p>11 TIME: 3:44 p.m. to 4:50 p.m.</p> <p>12 PLACE: Jacksonville Housing Authority</p> <p>13 1300 North Broad Street</p> <p>14 Jacksonville, Florida 32202</p> <p>15 and via videoconference</p> <p>16</p> <p>17 Taken by Carol DeBee Martin, court reporter.</p> <p>18</p> <p>19</p> <p>20 Carol DeBee Martin</p> <p>21 Jacksonville Court Reporting, Inc.</p> <p>22 1620 Bartram Road, Apt. 6111</p> <p>23 Jacksonville, Florida 32207</p> <p>24 (904) 465-0787 (cell)</p> <p>25 debeemartin@aol.com</p> | <p>1 PROCEEDINGS</p> <p>2 July 26, 2024 3:44 p.m.</p> <p>3 CHAIRWOMAN REYES: Okay. So we'll go ahead</p> <p>4 and call the HR Committee Meeting to order at</p> <p>5 3:44. I do apologize for having to start a little</p> <p>6 bit later. I just needed to gather some</p> <p>7 information.</p> <p>8 Did we get a chance to look at the meeting</p> <p>9 minutes from the last time?</p> <p>10 Any questions or objections from</p> <p>11 June 21st, 2024?</p> <p>12 COMMISSIONER BROCK: I didn't have any.</p> <p>13 CHAIRWOMAN REYES: It would be -- yes.</p> <p>14 It's in here, and I reviewed them.</p> <p>15 COMMISSIONER HOROVITZ: I have nothing.</p> <p>16 CHAIRWOMAN REYES: Okay.</p> <p>17 COMMISSIONER HOROVITZ: Nothing for me.</p> <p>18 CHAIRWOMAN REYES: I'll reserve my Chair</p> <p>19 comments to the end.</p> <p>20 So we have Ms. St. Clair, our HR Manager,</p> <p>21 who submitted a 90-day report.</p> <p>22 If you would, kindly give us an update on</p> <p>23 that.</p> <p>24 COMMISSIONER BROCK: Are you going to do a</p> <p>25 motion on the minutes?</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 ANTONIO PEREZ</p> <p>6 EVANN MORRIS</p> <p>7 KORT PARDE, CAO</p> <p>8 CRYSTAL BALCKMER</p> <p>9 JULIE ST. CLAIR</p> <p>10 DAIRRA WEATHERS</p> <p>11 CHARLES GARRISON</p> <p>12 SATONIA HART</p> <p>13 TODD AUBUCHON</p> <p>14 ERICA THORPE</p> <p>15 VIA VIDEOCONFERENCE</p> <p>16 COMMISSIONER CALEENA SHIRLEY</p> <p>17 LINDA FITZGERALD</p> <p>18 ADINA TEODORESCU, ESQUIRE (OGC)</p> <p>19 HARRY M. "Reece" WILSON, IV, ESQUIRE (OGC)</p> <p>20 INEEDA JACOBS</p> <p>21 LAILA DARBY</p> <p>22 REYNOLD PETERSON</p> <p>23 JOHN FINOTTI</p> <p>24 MEISHA BOSTON</p> <p>25 KIM GREEN</p> <p>---</p> | <p>1 MS. ST. CLAIR: Good afternoon,</p> <p>2 Commissioners.</p> <p>3 COMMISSIONER HOROVITZ: Sorry. 1 second.</p> <p>4 Do we have a quorum to approve the minutes?</p> <p>5 CHAIRWOMAN REYES: We don't.</p> <p>6 COMMISSIONER BROCK: Yeah. Yes, we do.</p> <p>7 MS. PARDE: So, through the Chair,</p> <p>8 you actually do. So, at the meeting --</p> <p>9 COMMISSIONER BROCK: It's a committee</p> <p>10 meeting.</p> <p>11 MS. PARDE: -- from the board as a whole,</p> <p>12 when you vote for the regular meetings, it is --</p> <p>13 COMMISSIONER BROCK: Yeah.</p> <p>14 MS. PARDE: -- the entire board. It would</p> <p>15 have to be the majority.</p> <p>16 COMMISSIONER BROCK: Right.</p> <p>17 MS. PARDE: But, on the committee meetings,</p> <p>18 since Commissioner Shirley has not officially</p> <p>19 joined the HR Committee, the quorum would consist</p> <p>20 of the five of you. And so three would constitute</p> <p>21 --</p> <p>22 CHAIRWOMAN REYES: Okay. Perfect.</p> <p>23 Can I get a motion to approve the minutes?</p> <p>24 COMMISSIONER BROCK: I make a motion.</p> <p>25 CHAIRWOMAN REYES: Thank you, Commissioner</p> |

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| <p>1 Brock.</p> <p>2 COMMISSIONER HOROVITZ: I'll second.</p> <p>3 CHAIRWOMAN REYES: Thank you, Commissioner</p> <p>4 Horovitz.</p> <p>5 All right. Ms. St. Clair --</p> <p>6 Oh, so approve the minutes --</p> <p>7 COMMISSIONER BROCK: Yes.</p> <p>8 CHAIRWOMAN REYES: -- for the HR Committee</p> <p>9 Meeting minutes of June.</p> <p>10 COMMISSIONER HOROVITZ: Aye.</p> <p>11 That's okay. We're all --</p> <p>12 COMMISSIONER BROCK: Aye.</p> <p>13 Yeah. That's okay. We're going to get</p> <p>14 there.</p> <p>15 COMMISSIONER HOROVITZ: It's Friday.</p> <p>16 MS. ST. CLAIR: Good afternoon,</p> <p>17 Commissioners.</p> <p>18 First, I would like to take an opportunity</p> <p>19 to provide an update since last month's meeting</p> <p>20 concerning automation.</p> <p>21 IT partnered with HR. So, thank you.</p> <p>22 We have been able to purchase a scanner,</p> <p>23 and we're in the process -- HR is in the process</p> <p>24 of initiating the scanning of all 200-plus</p> <p>25 personnel files to an encrypted cloud where they</p> | <p>1 and procedures.</p> <p>2 Concerning accountability, I've been</p> <p>3 maintaining a log of meetings and inquiries,</p> <p>4 conference calls, impromptus, one-on-ones,</p> <p>5 you name it, to document not only what's --</p> <p>6 you know, what is coming to me, but also how my</p> <p>7 time is allocated and what that looks like.</p> <p>8 And, therefore, I'll be able to identify</p> <p>9 some trends that we're experiencing to confirm,</p> <p>10 you know, what our needs may be.</p> <p>11 And then, to augment that, I know that,</p> <p>12 in the past, I believe HR, with Kort's leadership,</p> <p>13 had initiated a company-wide training calendar for</p> <p>14 employees, and we'd like to kind of resurrect</p> <p>15 that and get that out there perhaps the first</p> <p>16 of the year.</p> <p>17 So, from an accountability standpoint,</p> <p>18 HR can help prevent, you know, manager burnout</p> <p>19 by providing training for, you know, training gaps</p> <p>20 and provide the training to managers about skill</p> <p>21 gaps and facilitating those coaching moments</p> <p>22 and building the professional relationships based</p> <p>23 on credibility and trust.</p> <p>24 And I know that we use -- we have a big</p> <p>25 emphasis on the HTVN. I got the acronym right</p> |
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| <p>1 will reside and be stored securely.</p> <p>2 So, thank you, Ms. Evann and Mr. Antonio.</p> <p>3 I appreciate you and Kort.</p> <p>4 HR has also converted the new hire documents</p> <p>5 to a fillable format. So new team members are now</p> <p>6 receiving all of their required onboarding</p> <p>7 documents one week in advance of orientation</p> <p>8 along with the Employee Policy Manual, as well as</p> <p>9 a welcoming bulletin that announces a little bit</p> <p>10 about them, their past work experience,</p> <p>11 what they're going to be doing, to whom they're</p> <p>12 going to report, their title, even a photo.</p> <p>13 Of course, it's provided to them before</p> <p>14 it's sent out company-wide on the day --</p> <p>15 the morning of orientation. So everyone knows who</p> <p>16 they are, where they're going to be working.</p> <p>17 So, when they are taken for a tour, everyone knows</p> <p>18 who they are.</p> <p>19 COMMISSIONER HOROVITZ: I love that.</p> <p>20 MS. ST. CLAIR: So that allows us,</p> <p>21 as an HR Team to concentrate more on the</p> <p>22 fundamentals of orientation, the training aspects</p> <p>23 of it, in addition to making them feel welcome</p> <p>24 and introducing them to team members.</p> <p>25 Again, the focus is on training of our policies</p> | <p>1 this time. While, you know, online education has</p> <p>2 a purpose and on demand assistance I guess,</p> <p>3 most leadership training, from what I can tell,</p> <p>4 is best delivered in person because of its focus,</p> <p>5 of course, on communication.</p> <p>6 And I'm a strong proponent of training that</p> <p>7 has role playing. I think that's a big deal.</p> <p>8 That's key to putting theory into practice.</p> <p>9 So we have an advantage with this in-person</p> <p>10 training that creates that, you know,</p> <p>11 an informal support network that I think that the</p> <p>12 agency would really benefit from.</p> <p>13 Listed on the report that I provided are</p> <p>14 some of the areas of need.</p> <p>15 I want to shout out to Ms. Crystal Blackmer,</p> <p>16 our payroll and benefits administrator.</p> <p>17 She's done a wonderful job of presenting at</p> <p>18 various staff meetings on the importance and</p> <p>19 accurate timing, you know, to get the approvals</p> <p>20 necessary to get that payroll done and processed.</p> <p>21 Also, Satonia Hart, our HR Generalist,</p> <p>22 has done a commendable job managing our</p> <p>23 Family Medical Leave and ensuring our team members</p> <p>24 -- all of our team members understand federal law,</p> <p>25 ensuring that the agency, as a covered employer,</p> |

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| <p>1 is providing all employees with that option. 2 And we need to make sure that the managers 3 know that, when someone is on FML, they're not to 4 be contacted. They're not to be working while on 5 FML. 6 So, for leadership, I believe the 7 recommendation was for emotional intelligence 8 being identified as a great opportunity, 9 and I cite Multi-Health Systems, Inc., MHS. 10 It's a leading publisher of scientifically 11 validated assessments who serve not only public 12 safety, but government along with many other 13 areas. 14 And also Emotional Quotient Inventory or 15 EQ-i has been used for performance and general 16 positive functioning in the workplace. 17 You know, emotional intelligence is a 18 predictor of performance across a wide variety 19 of professions. 20 And there are five elements of the EI, 21 self-awareness, self-regulation, motivation, 22 empathy and social skills, which are, of course, 23 key contributors of an effective leader -- 24 or, "key attributes," I should say. 25 And the cost is rather nominal.</p> | <p>1 (People laughed.) 2 COMMISSIONER HOROVITZ: But I think it's 3 really important for our leaders especially to 4 understand themselves -- their emotional IQ -- 5 because it helps them relate to their employees. 6 I'm very supportive of this. I would leave 7 it to the team to decide what is the best fit for 8 this agency, but I think we move forward with 9 selecting one of them. Because these are very 10 helpful tools in leadership. 11 CHAIRWOMAN REYES: Yes. I second 12 Commissioner's response. The Multi-Health Systems 13 -- I've heard about them, and then, obviously, 14 the DISC. I love Galaxy & Finders (phonetic), 15 too. You know, there is a lot of different 16 personality assessments. 17 So I definitely support, but I really 18 particularly lean towards the Multi-Health Systems 19 because of the five components that you just 20 listed. So, if we can, look into that, 21 and see if that's ... 22 Do we know how many individuals would be in 23 leadership? 24 How many people in total? 25 MS. ST. CLAIR: I would have seven unless</p> |
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| <p>1 \$76 per report. 114 for a leadership report, 2 and, for a group, which would consist of the 3 senior leadership, it's 282. 4 And I think another option would be to 5 consider a personal development learning 6 experience, which would be Everything DISC. 7 It's a personal assessment tool used by more than 8 1,000,000 people a year to help, not only 9 teamwork, but communication and productivity in 10 the workplace. 11 This assessment is used in thousands of 12 organizations around the world from government 13 agencies, Fortune 500 companies, nonprofit and 14 small business. And, although I did not provide 15 the cost for that, it's very comparable, 16 \$72 per person, same type of breakdown moving 17 forward. 18 CHAIRWOMAN REYES: Commissioner Horovitz. 19 COMMISSIONER HOROVITZ: Through the Chair, 20 I am completely supportive of these trainings. 21 I just happen to know DISC, because we're one of 22 those thousands of organizations and interact 23 regularly with people who like to introduce 24 themselves, and say, "I have a high C," 25 which I find very annoying.</p> | <p>1 Kort would like to have more. 2 CHAIRWOMAN REYES: Okay. All right. 3 And then so just some questions for you. 4 The conversion of electronic to HR hiring 5 documents ... 6 How many new hires have we had recently? 7 MS. ST. CLAIR: I think three since our last 8 meeting. 9 CHAIRWOMAN REYES: Okay. And then the time 10 recordkeeping log that you're using ... 11 So, you know, I run a law firm, and I have to 12 use what's called, "Practice Management Software," 13 or, "Case Management Software," where I keep track 14 of everything. 15 Do you guys use like a case management system 16 internally where conversations and things are 17 being kept, or is it just everything is a record 18 via email? 19 MS. ST. CLAIR: That itself is where I put 20 all of the confidential data. 21 CHAIRWOMAN REYES: Okay. Commissioner Brock. 22 COMMISSIONER BROCK: Yes. Thank you, 23 Ms. Chair. 24 To Ms. Julie, you say we had three new hires 25 since we had the last HR meeting?</p> |

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| Page 13 | <p>1 MS. ST. CLAIR: It could be four, 2 but I believe we have -- I know Meisha Boston was 3 one that had actually used the fillable forms. 4 And then we've got some folks starting next -- 5 this coming August. Yes. It's a brand new 6 rollout. 7 COMMISSIONER BROCK: What, three? 8 MS. ST. CLAIR: I think we had three in June. 9 Did we have three in June? 10 MS. HART: In June, we had three, 11 and, in July, we had one. 12 MS. ST. CLAIR: Yes. It's a new rollout. 13 It's a new process. 14 COMMISSIONER BROCK: Oh, it's a new process? 15 Do y'all remember what departments they were 16 in? 17 MS. HART: I think -- so we had Ms. Tina 18 Monroe. She went upstairs to HCV. Then we had 19 the two HAs that went over to Victory Pointe and 20 Riviera. 21 COMMISSIONER BROCK: Oh, okay. So I hear it, 22 and that's good we had three new hires. 23 How many did we lose since the last HR 24 meeting? 25 How many people quit?</p> | Page 15 | <p>1 CHAIRWOMAN REYES: Thank you. 2 So then, just to close a loop on your answer 3 -- your recordkeeping -- you're just keeping that 4 like an Excel sheet or Word document on your 5 computer? 6 MS. ST. CLAIR: Yes. Exactly. Yes. 7 COMMISSIONER HOROVITZ: I have a question. 8 CHAIRWOMAN REYES: Yes. 9 COMMISSIONER HOROVITZ: Through the Chair, 10 are we doing exit interviews? 11 MS. ST. CLAIR: Yes. Yes, we are. 12 COMMISSIONER HOROVITZ: Are we -- 13 and you can share later if there is a general 14 theme. I'd be curious to know. Thank you. 15 CHAIRWOMAN REYES: Okay. Thank you. 16 All right. Then the next thing on the 17 agenda was the Classification, Compensation 18 and Culture Study Report. 19 Mr. Diarra Weathers, procurement supervisor. 20 MR. WEATHERS: Good afternoon. 21 PEOPLE: Good afternoon. 22 MR. WEATHERS: So an update on both of the 23 RFPs for both the CEO/Executive Search Firm and 24 the compensation study. 25 Currently, we are in the evaluation phase</p> |
| Page 14 | <p>1 MS. PARDE: Ms. Crystal will know. 2 MS. BLACKMER: I can't give an exact. 3 I'm going to say there was four. There was four 4 in July. There was four in July, and we had two 5 in June. 6 COMMISSIONER BROCK: Five -- no, six, right? 7 MS. BLACKMER: Yes. 8 COMMISSIONER BROCK: What departments? 9 Do you know what departments? 10 MS. HART: Yes, ma'am. So we have -- 11 I believe we have three in HCV, and then we had 12 one in IT. And then we had one with Jobs Plus 13 and then a maintenance mechanic, one maintenance 14 mechanic from Jax Beach. 15 CHAIRWOMAN REYES: Okay. 16 COMMISSIONER BROCK: Thank you. 17 Thank you, Madam Chair. 18 CHAIRWOMAN REYES: Thank you, Commissioner 19 Brock, for that. I would like to hear -- 20 and you can send this in a report to me, 21 Ms. St. Clair -- if you could, provide if there is 22 any specific trend or any issues that are 23 happening that we've lost six employees in the 24 last two months and have only hired three. 25 MS. ST. CLAIR: Okay.</p> | Page 16 | <p>1 from receiving the bids and proposals. 2 We are currently awaiting a few responses 3 from those on the Evaluation Committee. 4 We are still missing three responses. 5 So, as soon as we get those responses sent 6 back to us, we will be able to finish that phase 7 and then notify the respective vendors in each 8 particular category. 9 COMMISSIONER HOROVITZ: Can I interrupt? 10 Excuse me, through the Chair. 11 COMMISSIONER BROCK: Yeah. I was -- 12 COMMISSIONER HOROVITZ: I'm sorry. 13 Is that the typical process, if we have a 14 deadline and you must meet the deadline, 15 that we're still accepting feedback? 16 Because I just feel, out of respect for those 17 that found the time to give feedback in moving 18 this process along, that we need to just keep 19 moving this along. 20 MR. WEATHERS: Typically, we try to allow -- 21 make allowances for those on the Evaluation 22 Committee. It's flexible. There is no hard line. 23 What we have done is we have notified all of 24 the vendors who participated in the actual study 25 itself that the evaluation process has been</p> |

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| <p>1 extended so that, out of professional courtesy, 2 none are left waiting. 3 But, yes. At some point, we may have to 4 consider moving forward with the feedback that we 5 have already received. 6 CHAIRWOMAN REYES: Commissioner Brock. 7 COMMISSIONER BROCK: So, Madam Chair, 8 I'm sorry. 9 CHAIRWOMAN REYES: Yes. 10 COMMISSIONER BROCK: So, are you saying that 11 they -- you extended it because of the vendors or 12 -- 13 MR. WEATHERS: No. What I just indicated 14 was, out of professional courtesy to all of the 15 vendors who have submitted and are awaiting to 16 find out who had actually been selected -- 17 COMMISSIONER BROCK: Right. 18 MR. WEATHERS: -- we have notified them 19 that the evaluation period has been extended. 20 Otherwise, they have no visibility. They don't 21 know where we're at in the process. 22 COMMISSIONER BROCK: So, who -- 23 CHAIRWOMAN REYES: Who makes up the 24 Evaluation Committee? 25 Aside from the board, who makes up the</p> | <p>1 COMMISSIONER BROCK: Right. 2 CHAIRWOMAN REYES: No, no. I submitted mine, 3 too. 4 MR. WEATHERS: So we are currently missing 5 responses from Commissioner Weatherby, 6 Commissioner Rogers, and, Commissioner Reyes, 7 I do not believe we have received yours yet 8 either. 9 CHAIRWOMAN REYES: Yeah. I sent it in on 10 Monday, last Monday, right after we had the 11 training. 12 Because it was due on the 15th, correct? 13 MR. WEATHERS: This is correct. 14 COMMISSIONER HOROVITZ: I'm sure it's a 15 mistake, because, obviously, you chair the 16 meeting. 17 CHAIRWOMAN REYES: Yes. Well, okay. 18 MR. WEATHERS: I will double-check. 19 COMMISSIONER HOROVITZ: That wasn't hard, 20 Mr. Weathers. 21 MR. WEATHERS: All right. But -- 22 CHAIRWOMAN REYES: But still we still need 23 Weatherby and Commissioner Rogers'. 24 COMMISSIONER HOROVITZ: Do we need them for 25 the discussion?</p> |
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| <p>1 Evaluation Committee? 2 COMMISSIONER BROCK: -- just the board. 3 MR. WEATHERS: Just the board. 4 CHAIRWOMAN REYES: Is it just the board? 5 Okay. So there is three total that have not 6 responded? 7 MR. WEATHERS: Correct. 8 CHAIRWOMAN REYES: And, does Commissioner 9 Shirley -- she just got appointed. 10 MR. WEATHERS: She is not counted as part 11 of that even though she received the information. 12 COMMISSIONER HOROVITZ: So three people -- 13 I'm sorry. 14 Through the Chair, there are three people -- 15 well, just doing some math, that's one of us; 16 am I right? 17 COMMISSIONER BROCK: I did mine. 18 CHAIRWOMAN REYES: I submitted mine, too. 19 MR. WEATHERS: That is correct. 20 COMMISSIONER HOROVITZ: So I believe I sent 21 you mine. 22 MR. WEATHERS: I have yours, Ms. Horovitz, 23 Commissioner Horovitz. 24 COMMISSIONER HOROVITZ: Well, we don't have 25 time to skirt around it.</p> | <p>1 COMMISSIONER BROCK: That's what I was fixing 2 to say. 3 COMMISSIONER HOROVITZ: Yes. 4 COMMISSIONER BROCK: I know Ms. Carol don't 5 like for us to talk ... 6 (People laughed.) 7 COMMISSIONER HOROVITZ: But, through the 8 Chair, I thought that, on the agenda, we were 9 going to be talking -- I brought my notes. 10 CHAIRWOMAN REYES: Yes. Me, too. 11 COMMISSIONER HOROVITZ: And we were going to 12 discuss this. 13 CHAIRWOMAN REYES: Me, too. 14 COMMISSIONER HOROVITZ: And I'm ready to give 15 you my opinion so we can make a decision today. 16 COMMISSIONER BROCK: Right. 17 CHAIRWOMAN REYES: That's what I was ready to 18 do, too. 19 COMMISSIONER BROCK: Yes. Because we -- 20 no. Because what I'm saying is we had some 21 critical -- 22 COMMISSIONER HOROVITZ: Thank you -- 23 COMMISSIONER BROCK: -- Madam Chair -- 24 COMMISSIONER HOROVITZ: -- absolutely. 25 Yes.</p> |

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| <p>1 CHAIRWOMAN REYES: Yes, yes, yes. 2 COMMISSIONER BROCK: -- stakes here, 3 and I mean we already done gone past what we had 4 initially saying we were going to be rolling it 5 out. 6 COMMISSIONER HOROVITZ: I second those 7 feelings. 8 COMMISSIONER BROCK: Yeah. So -- and it's -- 9 I mean you know what I'm saying. The majority of 10 us -- 11 CHAIRWOMAN REYES: Okay. So, can we proceed 12 forward though then? 13 MR. WEATHERS: You can, yes. 14 CHAIRWOMAN REYES: I think we're ready to 15 proceed forward. 16 COMMISSIONER HOROVITZ: Do we need to make a 17 ... 18 Is there a lawyer on the -- 19 (Mr. Perez nodded his head affirmatively.) 20 COMMISSIONER BROCK: Do we need to make a 21 resolution to close the RFP, or can we just make 22 that decision? 23 COMMISSIONER BROCK: Yeah. How do we need to 24 do that? 25 CHAIRWOMAN REYES: So, Commissioner,</p> | <p>1 for moving forward? 2 COMMISSIONER HOROVITZ: Do we need to have 3 open -- I'm sorry -- public comment? 4 MR. WEATHERS: No. None is required. 5 COMMISSIONER HOROVITZ: I believe, 6 if I create a resolution, I have to have public 7 comment. 8 COMMISSIONER BROCK: I thought we did. 9 MS. PARDE: Through the Chair, so we did not 10 have public comment in the beginning. That would 11 have been sufficient, but, if you'd like to now, 12 just to be on the safe side, that would be -- 13 COMMISSIONER HOROVITZ: Sure, sure. 14 Is there any public comment in the room or 15 online for the resolution? 16 (no response) 17 COMMISSIONER HOROVITZ: All right. 18 Hearing none -- 19 CHAIRWOMAN REYES: The resolution passes. 20 All right. So let's go ahead and open it up 21 for discussion. So there were three for the 22 RFP 2024-103. There was three vendors, 23 CIZ (phonetic), Consultant HR and Gallagher. 24 So, would you like to discuss each one, 25 or how does it go?</p> |
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| <p>1 Reece is not available, but I believe that 2 Counselor Adina is on the line. 3 Adina? 4 MS. TEODORESCU: He's available. 5 MR. WILSON: I just jumped in. 6 COMMISSIONER HOROVITZ: Hey, Reece. 7 MR. WILSON: This is Reece. 8 Hey, can you-all hear me? 9 COMMISSIONER BROCK: Hi. Yes. 10 MR. WILSON: Yes. I just joined, but, yes. 11 I think a resolution would work here from what 12 I'm understanding. 13 MS. PARDE: (shook head negatively) 14 COMMISSIONER HOROVITZ: All right. I make a 15 resolution to close the RFP. 16 Is that all I need to say? 17 MR. WILSON: Yes. 18 COMMISSIONER HOROVITZ: The evaluation -- 19 MR. WEATHERS: Yes. 20 CHAIRWOMAN REYES: The evaluation period -- 21 COMMISSIONER BROCK: I second. 22 COMMISSIONER HOROVITZ: -- of the RFP period. 23 All right. We have a second from 24 Commissioner Brock. 25 CHAIRWOMAN REYES: All right. Any discussion</p> | <p>1 Because I have my points, and then -- 2 COMMISSIONER BROCK: Say them, again. 3 COMMISSIONER HOROVITZ: We're doing the 4 culture survey now. 5 COMMISSIONER BROCK: Oh, oh, oh, okay, okay. 6 Yes. Okay. 7 MR. WEATHERS: So I recommend, if you have 8 your own individual notes in front of you, 9 as long as you kind of give me the tally of the 10 vendor who had the most points after you 11 tallied them up and reviewed their qualifications, 12 I figure that would be sufficient. 13 COMMISSIONER HOROVITZ: Sure. 14 I'll go first, through the Chair. 15 I had Gallagher with the highest points. 16 My comments, for public comment -- the team seemed 17 very experienced and has a lot of practical 18 experiences with PHAs. I was very impressed with 19 the response and level of detail in the package, 20 and the proposal seemed to have a good 21 understanding of what the project was asking. 22 And then the other two were far behind in my 23 opinion. 24 CHAIRWOMAN REYES: Okay. So, for mine, 25 I'll go second. I had CIZ as the highest,</p> |

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| <p>1 and I loved Gallagher -- what Gallagher had to 2 offer. But it did not really address the culture 3 study the way that we had asked for it to be 4 specifically; whereas, CIZ really did kind of 5 break that down in the project approach 6 methodology. 7 And, since the culture study is such an 8 important part of this, like I thought it was 9 really important, what I didn't understand really 10 was the cost. It just seemed a little bit -- 11 you know, it was the second highest after 12 Gallagher, but I know that -- I was hoping that 13 maybe you can explain what it meant regarding the 14 employee interviews and the result preparations, 15 if that was clear. 16 MR. WEATHERS: At this point, I would have to 17 go back and double-check to make sure I give you 18 an accurate answer before commenting on that. 19 CHAIRWOMAN REYES: Okay. 20 COMMISSIONER BROCK: Okay, okay, okay. 21 Madam Chair, let me say this, too, for the other 22 commissioners. 23 You know, when we did these -- you know, 24 when I went to go print it out, they printed out 25 like this (indicated). All of them did.</p> | <p>1 like CIZ didn't have as much public housing 2 experience, and so -- 3 COMMISSIONER BROCK: -- oh, no -- 4 COMMISSIONER HOROVITZ: -- for the piece on 5 doing the role regrading -- like I felt like 6 that's where you would want to have housing 7 experience. 8 COMMISSIONER BROCK: -- no. I'm wrong. 9 Forgive me. 10 CHAIRWOMAN REYES: That's okay. 11 COMMISSIONER BROCK: Take that off the 12 record. No. They wasn't my first. Gallagher 13 was. I sorry. I scored them 95. I told y'all 14 I can't see this. 15 COMMISSIONER HOROVITZ: You were much more 16 generous than me, Commissioner. 17 COMMISSIONER BROCK: Yeah. And then, 18 Madam Chair, yours I did 91 on, and the last one 19 I did 92. 20 CHAIRWOMAN REYES: Okay. Which one was your 21 first? 22 COMMISSIONER HOROVITZ: Gallagher. 23 COMMISSIONER BROCK: Gallagher. 24 CHAIRWOMAN REYES: Okay. 25 COMMISSIONER BROCK: So me and Commissioner</p> |
| Page 26 | Page 28 |
| <p>1 I mean Commissioner Weatherby said hers did. 2 Rogers said his did. They printed out little. 3 That's why I had to call Kort over, 4 because I couldn't even see what my first one was. 5 But I also selected -- 6 (Ms. Morris handed Commissioner Brock a 7 magnifying glass.) 8 COMMISSIONER BROCK: -- oh, you's a jewel. 9 COMMISSIONER HOROVITZ: You had to change the 10 orientation. 11 COMMISSIONER BROCK: Yeah. I also selected 12 the same one (sic), Madam Chair, that you did. 13 That was my -- oh, goodness gracious -- 14 that was my highest score I believe. Yes. 15 COMMISSIONER HOROVITZ: Did you see this? 16 COMMISSIONER BROCK: That was 98. Yeah. 17 That was my highest score. Yeah. The same one, 18 Madam Chair. 19 Gallagher -- I had them second, Commissioner. 20 CHAIRWOMAN REYES: Yes. I did, too. 21 COMMISSIONER BROCK: I had them second. 22 MS. MORRIS: Hold them back a little bit. 23 COMMISSIONER BROCK: Okay. Yeah. I did 24 -- 25 COMMISSIONER HOROVITZ: You know, I just felt</p> | <p>1 Heather -- 2 CHAIRWOMAN REYES: Yeah. I mean so I looked 3 at Gallagher, because, you know, it's an 4 established name, too. The management plan does 5 address the potential issues, like buy-in from 6 the employees, which we knew was going to be an 7 issue, but, also, like there's no real mention of 8 the culture study. 9 It was listed under the MAS- -- like they 10 have done that under the MassHousing Authority -- 11 work that they did before -- and it was under the 12 management plan section. 13 It was like a sentence, but there is no 14 implementation in the plan or any steps to create 15 that anonymous culture survey that we were going 16 to request. 17 MR. WEATHERS: I agree. 18 CHAIRWOMAN REYES: Okay. 19 MR. WEATHERS: And so, just for a matter of 20 record, two very technical housekeeping points. 21 Number one, apologies for the formatting of 22 the evaluation sheets, as we're in a transition 23 process to try to move away from doing things on 24 paper and moving more electronic. 25 So I did receive your feedback, just as a</p> |

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| <p>1 matter of record, and we have since made those</p> <p>2 adjustments moving forward to make sure the</p> <p>3 evaluation forms are, (A), calculated correctly,</p> <p>4 and, (B), formatting properly when we're prepared</p> <p>5 to print them.</p> <p>6 Second note -- understand that, because this</p> <p>7 is a weighted process, the way the evaluations</p> <p>8 work is I understand. And I will go back and make</p> <p>9 note of your individual preferences to total them</p> <p>10 for a quorum. Then they're selected.</p> <p>11 But, when we formally add them up,</p> <p>12 we'll be adding all of the weighted scores</p> <p>13 as a tally to rank them where they fall out.</p> <p>14 COMMISSIONER BROCK: Oh.</p> <p>15 MR. WEATHERS: So that takes into account who</p> <p>16 is everybody's second choice so to speak and who's</p> <p>17 everybody's third choice, and then that way</p> <p>18 typically we make the determination on who should</p> <p>19 be the vendor selected unless there's a mitigating</p> <p>20 circumstance --</p> <p>21 COMMISSIONER HOROVITZ: Yes.</p> <p>22 MR. WEATHERS: -- where someone should be</p> <p>23 excluded despite their score.</p> <p>24 COMMISSIONER HOROVITZ: Thank you.</p> <p>25 COMMISSIONER BROCK: Okay.</p> | <p>1 We'd be more than welcome to ask that vendor</p> <p>2 to come in or do a virtual meeting and kind of</p> <p>3 clarify any questions anyone has.</p> <p>4 COMMISSIONER HOROVITZ: Awesome. Thank you.</p> <p>5 CHAIRWOMAN REYES: Commissioner Brock, yes.</p> <p>6 COMMISSIONER BROCK: Madam Chair,</p> <p>7 before he sends that letter out, did you want to</p> <p>8 see it for approval before he sends that letter</p> <p>9 out, that that's the one we, you know, chose?</p> <p>10 Did you want to see it before he sent it out,</p> <p>11 or --</p> <p>12 CHAIRWOMAN REYES: Well, I think what he's</p> <p>13 saying is that we would -- you would send it to</p> <p>14 us, and then we would set up an appointment</p> <p>15 to see if we had any additional questions,</p> <p>16 correct?</p> <p>17 MR. WEATHERS: We can send the approval</p> <p>18 out, and the approval letter is very standard.</p> <p>19 There is nothing spectacular.</p> <p>20 It's literally almost saying,</p> <p>21 "Congratulations. You have been awarded the</p> <p>22 winning bid for RFP 2024-103."</p> <p>23 But what I am saying is, after the awards</p> <p>24 letter go out, there is the opportunity to have</p> <p>25 the vendor come in and clarify, you know,</p> |
| Page 30 | Page 32 |
| <p>1 CHAIRWOMAN REYES: Okay. So I mean I would</p> <p>2 -- yes. I mean I would be okay with Gallagher,</p> <p>3 as well, as long as we have more specific,</p> <p>4 you know, attention on things about the anonymous</p> <p>5 survey.</p> <p>6 Commissioner Brock.</p> <p>7 COMMISSIONER BROCK: So, were we going to</p> <p>8 get an answer today, or ...</p> <p>9 MR. WEATHERS: So what we'll do is --</p> <p>10 please allow our department to an account for the</p> <p>11 actual tabulation.</p> <p>12 COMMISSIONER BROCK: Okay.</p> <p>13 MR. WEATHERS: And then, typically, what will</p> <p>14 happen after the process and the tabulation is</p> <p>15 done is we will send a formal award out to the</p> <p>16 particular vendors.</p> <p>17 And then, at that point, actually,</p> <p>18 there is a process, a kind of a kickoff process,</p> <p>19 where we actually follow up with the vendor for</p> <p>20 our implementation phase, and I can put it for</p> <p>21 consideration if, at that point, the vendor</p> <p>22 selected wants to come in to be able to maybe</p> <p>23 further explain what their process is,</p> <p>24 what their experience is and what their</p> <p>25 methodology may be, then please advise me.</p> | <p>1 what their plan is, what their action plan is</p> <p>2 as we move into the implementation phase</p> <p>3 post award to those particular vendors.</p> <p>4 So, in this particular circumstance,</p> <p>5 it may be possible to actually invite the vendor</p> <p>6 to come in, have them come in and provide more</p> <p>7 detail at that time.</p> <p>8 CHAIRWOMAN REYES: Okay. My only concern</p> <p>9 is the cost, if it's going to change, because it</p> <p>10 wasn't outlined in their plan.</p> <p>11 Is the cost going to change?</p> <p>12 MR. WEATHERS: The cost should not</p> <p>13 substantially change. We always make allowances</p> <p>14 for all of our vendors in case there is</p> <p>15 some variation, obviously, depending on the</p> <p>16 individual circumstance for each vendor coming in,</p> <p>17 whether it's for these RFPs or for lawn services</p> <p>18 or pest control or whatever. So there are some</p> <p>19 small allowances.</p> <p>20 Any large variation, according to the price</p> <p>21 quote -- it would be noted, and that would be</p> <p>22 grounds to invalidate them, if it was the choice</p> <p>23 of the board to do so.</p> <p>24 CHAIRWOMAN REYES: Okay. So I mean I would</p> <p>25 feel comfortable moving forward as long as it's</p> |

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| <p>1 very clear that the anonymous survey needs to be 2 on there and needs to be a priority for them, 3 as well. 4 COMMISSIONER HOROVITZ: Uh-huh. 5 MR. WEATHERS: Yes. 6 COMMISSIONER HOROVITZ: Okay. 7 CHAIRWOMAN REYES: All right. So then, 8 would we ... 9 Oh, I see Commissioner Shirley on there. 10 Do you have any thoughts on the compensation 11 study RFP? 12 COMMISSIONER SHIRLEY: No. I just came in at 13 the tail end. Through the Chair, I apologize. 14 I was in another meeting, but I wanted to come 15 on to hear as much of this dialogue as possible. 16 So I don't have any comments at this time. 17 CHAIRWOMAN REYES: Okay. Thank you. 18 All in -- can I get a favor resolution? 19 COMMISSIONER HOROVITZ: Do we need -- 20 MS. PARDE: (shook head negatively) 21 CHAIRWOMAN REYES: Do we need a ... 22 No? 23 MS. PARDE: (shook head negatively) 24 CHAIRWOMAN REYES: Okay. So we can move on 25 to the next thing. Perfect.</p> | <p>1 So I can just forward that to you, 2 again? 3 COMMISSIONER HOROVITZ: So, when I made the 4 motion earlier, I assumed that you already had 5 Commissioner Reyes'. 6 So, is that clear? 7 MR. WEATHERS: Yes. 8 COMMISSIONER HOROVITZ: So I'll make a motion 9 that we are going to close the RFP -- 10 COMMISSIONER BROCK: For the CEO. 11 MS. PARDE: The CEO. It's RFP-104. 12 COMMISSIONER HOROVITZ: -- yes. Thank you. 13 COMMISSIONER BROCK: I second. 14 COMMISSIONER HOROVITZ: Great. 15 CHAIRWOMAN REYES: Perfect. 16 Any discussion on that? 17 All right. Approved. Or I guess we -- 18 COMMISSIONER HOROVITZ: All in favor? 19 CHAIRWOMAN REYES: -- yes. 20 All in favor? 21 COMMISSIONER BROCK: Aye. 22 COMMISSIONER SHIRLEY: Aye. 23 COMMISSIONER HOROVITZ: Aye. 24 So, are we getting our high score, again? 25 MR. WEATHERS: Correct.</p> |
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| <p>1 MR. WEATHERS: Correct. 2 CHAIRWOMAN REYES: All right. Then the next 3 thing on the agenda item is the RFP for the 4 CEO/Executive Search for the report. 5 Do you want to give us a summary of that, 6 as well? 7 MR. WEATHERS: That mirrors exactly the 8 RFP-103 compensation that we just talked about. 9 RFP-2024-104 -- we are in the evaluation phase. 10 We were missing some evaluation input from some 11 of the Evaluation Committee Team members, but, 12 again, if we have a quorum and wish to move 13 forward now with a decision, we will make note 14 of that and proceed. 15 COMMISSIONER HOROVITZ: I'll make a motion, 16 but I do want to make sure. I know that 17 Commissioner Reyes has said she shared the 18 documents. I do want to make sure that that's 19 clear. 20 CHAIRWOMAN REYES: Yes. So last week 21 I was just sharing that we changed all our 22 computer stuff, including our domain. 23 We did like a whole tech thing that weekend, 24 and so I think what happened is it just never 25 arrived.</p> | <p>1 COMMISSIONER HOROVITZ: I'll go first. 2 I gave Leadership Edge my highest score, 3 and I said that they had extensive experience 4 working with PHAs and executive searches. 5 And I would say most of the respondents had 6 extensive experience, but I really was looking for 7 executive leaders in housing authorities. 8 That was important to me when I was looking at 9 this. 10 And I also thought that their fees were 11 significantly lower than others, and I liked 12 that they didn't have a lot of fee padding in 13 their response. So I gave them a 94. 14 CHAIRWOMAN REYES: Yes. So I -- actually, 15 the same thing. I gave them a 90. I had -- 16 they had 95 percent of their clients were housing 17 authority clients, and they dealt with 250 18 housing authorities in 41 states. And, recently, 19 in their last portfolio, 13 of them were similarly 20 sized to JHA. 21 So I really like that they put that. 22 Like it was like a handwritten note, but, 23 you know, they put thought into it. 24 And, again, the cost. Like you shared, 25 it didn't like have a whole lot of sentences and</p> |

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| Page 37 | <p>1 numbers attached. It was 15 percent of the first</p> <p>2 year salary, which is -- and they also say</p> <p>3 this is the lowest fee it's ever done.</p> <p>4 So my only question is, "Why it is the lowest</p> <p>5 fee that it's ever done?"</p> <p>6 But I'm not complaining.</p> <p>7 COMMISSIONER HOROVITZ: Oh, I think this</p> <p>8 was the one that said that they had resources</p> <p>9 locally that they could --</p> <p>10 CHAIRWOMAN REYES: Oh, okay. Great.</p> <p>11 That makes sense then.</p> <p>12 And then also their timeline was like within</p> <p>13 four months realistically speaking. So, yes.</p> <p>14 That was also mine.</p> <p>15 MR. WEATHERS: Noted.</p> <p>16 COMMISSIONER BROCK: Are you ready for me,</p> <p>17 Madam Chair?</p> <p>18 CHAIRWOMAN REYES: Yes, ma'am, Commissioner</p> <p>19 Brock.</p> <p>20 COMMISSIONER BROCK: So I did -- I gave</p> <p>21 Gans & Gans the high score, which was 95,</p> <p>22 and the reason I liked them -- because they --</p> <p>23 they, too, work with a lot -- have worked with a</p> <p>24 lot of housing authorities. And they've had a</p> <p>25 very good success rate with housing authorities</p> | Page 39 | <p>1 through the Chair, if we do go with Gans & Gans,</p> <p>2 I would absolutely not be supportive of</p> <p>3 compensating them for out-of-pocket expenses,</p> <p>4 and I thought it was out of line to ask for</p> <p>5 airfare marketing, advertising and background</p> <p>6 checks.</p> <p>7 That's literally the job. So to ask for</p> <p>8 additional funds to do the advertising for posting</p> <p>9 the role I felt was outrageous in my opinion.</p> <p>10 COMMISSIONER BROCK: But it's for those that</p> <p>11 are going to come for the interview, right?</p> <p>12 Because we had to pay for those that came in</p> <p>13 for the interviews.</p> <p>14 COMMISSIONER HOROVITZ: That would be</p> <p>15 normal.</p> <p>16 COMMISSIONER BROCK: Yes.</p> <p>17 COMMISSIONER HOROVITZ: But that's not how</p> <p>18 I read that part of it in their --</p> <p>19 COMMISSIONER BROCK: Oh, because that's what</p> <p>20 I thought they meant by that.</p> <p>21 CHAIRWOMAN REYES: Yes. I read it the same.</p> <p>22 COMMISSIONER BROCK: Really?</p> <p>23 Oh, okay.</p> <p>24 Do you want to ask Commissioner Shirley?</p> <p>25 CHAIRWOMAN REYES: Yes. I mean I just think,</p> |
| Page 38 | <p>1 that they have worked with with staffing those</p> <p>2 that came through their company.</p> <p>3 So I basically went with Gans & Gans.</p> <p>4 I thought that they would -- I -- I gave the one</p> <p>5 that y'all chose -- what was the name of it,</p> <p>6 again?</p> <p>7 Which one did y'all choose?</p> <p>8 COMMISSIONER HOROVITZ: Leadership Edge.</p> <p>9 COMMISSIONER BROCK: Yes. So that one</p> <p>10 I did -- I did 91 on them. Yeah. They were my</p> <p>11 next -- well, yeah. They was my next highest</p> <p>12 score.</p> <p>13 CHAIRWOMAN REYES: And so, just to follow up</p> <p>14 to that -- so they had a 29 percent cost for the</p> <p>15 -- for like the actual fee, which is almost double</p> <p>16 than --</p> <p>17 COMMISSIONER BROCK: I thought that they</p> <p>18 was going to -- that they would negotiate with us.</p> <p>19 CHAIRWOMAN REYES: -- I don't see anything</p> <p>20 about negotiation. It's 25 percent of the</p> <p>21 candidate's first year salary, charges for the</p> <p>22 ordinary out-of-pocket business expenses,</p> <p>23 associate recruiting, and then it like lists a</p> <p>24 bunch of stuff.</p> <p>25 COMMISSIONER HOROVITZ: I would say,</p> | Page 40 | <p>1 given -- like it's almost double. I would feel</p> <p>2 very adamant about the Leadership one,</p> <p>3 organization leadership, but I don't know.</p> <p>4 Commissioner Shirley, do you have any</p> <p>5 thoughts?</p> <p>6 Commissioner Shirley.</p> <p>7 COMMISSIONER SHIRLEY: Through the Chair,</p> <p>8 I do not believe I received, as I wasn't a part of</p> <p>9 the committee at that time, the individual</p> <p>10 submittals to evaluate. So I would have to</p> <p>11 abstain from speaking on this item.</p> <p>12 CHAIRWOMAN REYES: Okay.</p> <p>13 COMMISSIONER BROCK: Okay.</p> <p>14 CHAIRWOMAN REYES: So, at this point,</p> <p>15 I mean, basically --</p> <p>16 COMMISSIONER HOROVITZ: Just a question</p> <p>17 through the Chair to Commissioner Shirley.</p> <p>18 Have you been able to receive emails in your</p> <p>19 JHA email address?</p> <p>20 COMMISSIONER SHIRLEY: No, not as of yet.</p> <p>21 I haven't got access to it as of yet.</p> <p>22 COMMISSIONER HOROVITZ: And, Mr. Weathers,</p> <p>23 did you send -- I know you sent the package.</p> <p>24 Did you send it to her?</p> <p>25 MR. WEATHERS: Correct. It was sent to the</p> |

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| <p>1 address provided, which I --</p> <p>2 MS. PARDE: Through the Chair, knowing that</p> <p>3 there might be issues, I always do when the first</p> <p>4 commissioner comes on. It was personal as well as</p> <p>5 the public.</p> <p>6 CHAIRWOMAN REYES: Okay.</p> <p>7 MS. PARDE: So that's how she was aware of</p> <p>8 this meeting, as well. I made sure --</p> <p>9 COMMISSIONER HOROVITZ: Of course.</p> <p>10 COMMISSIONER SHIRLEY: Yes. I got the</p> <p>11 packet. I'm sorry.</p> <p>12 Through the Chair, I got the packet for</p> <p>13 this meeting as a part of the calendar invite.</p> <p>14 I'm going to my emails. I don't see one for the</p> <p>15 individual submittals, but I may -- I get a lot of</p> <p>16 -- I may have missed it somewhere. Or it may have</p> <p>17 gone to my spam. So I'm continuing to look now.</p> <p>18 CHAIRWOMAN REYES: Okay. So I mean I don't</p> <p>19 want to hold this up, and I know that Commissioner</p> <p>20 Horovitz has a hard stop at 4:45. So I think,</p> <p>21 at this point, we have to make a decision.</p> <p>22 Commissioner Brock, are you okay with the</p> <p>23 differences between the two and why we would be</p> <p>24 inclined for one over the other?</p> <p>25 COMMISSIONER BROCK: Yeah. I mean that's</p> | <p>1 CHAIRWOMAN REYES: No. That's okay.</p> <p>2 COMMISSIONER BROCK: So, what do that mean</p> <p>3 for us, Mr. Weathers?</p> <p>4 Does that mean now that people can --</p> <p>5 once you send the letter out, how long it takes</p> <p>6 for people to start to applying for the job?</p> <p>7 MR. WEATHERS: So the process will be is</p> <p>8 we will send the award letter.</p> <p>9 COMMISSIONER BROCK: I'm sorry.</p> <p>10 CHAIRWOMAN REYES: No. It's okay.</p> <p>11 Thank you for that. I appreciate that.</p> <p>12 MR. WEATHERS: So the process will be,</p> <p>13 just for the edification of this particular group,</p> <p>14 is we will send out the formal award that is</p> <p>15 required by the guidelines to all of the</p> <p>16 participants.</p> <p>17 At that point, on issuing the award letter,</p> <p>18 the next step in the phase will be to bring in the</p> <p>19 actual respective vendors who won the award and</p> <p>20 begin the implementation phase.</p> <p>21 There will be a post bid meeting where</p> <p>22 many of the questions you can ask -- some of the</p> <p>23 fine-tuning and refining so to speak about the</p> <p>24 proposals and the questions -- we can begin that</p> <p>25 process concurrently.</p> |
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| <p>1 how it was going to play out anyway if we were</p> <p>2 going to add up the scores.</p> <p>3 CHAIRWOMAN REYES: Okay.</p> <p>4 COMMISSIONER BROCK: And, whoever would have</p> <p>5 been, you know --</p> <p>6 CHAIRWOMAN REYES: Okay. So, can I get a</p> <p>7 resolution to close out the --</p> <p>8 COMMISSIONER HOROVITZ: I think we did that</p> <p>9 already.</p> <p>10 COMMISSIONER BROCK: -- yes.</p> <p>11 CHAIRWOMAN REYES: For this one?</p> <p>12 MR. WEATHERS: Yes.</p> <p>13 CHAIRWOMAN REYES: Oh, yes, in the beginning.</p> <p>14 We did do it in the beginning. Okay. Perfect.</p> <p>15 COMMISSIONER HOROVITZ: And I don't think we</p> <p>16 have to do anything else.</p> <p>17 CHAIRWOMAN REYES: Okay. Great. So the next</p> <p>18 agenda item is the updated board worklist.</p> <p>19 So I know we've been focusing on the RFP</p> <p>20 priorities, right, which are the CEO and the</p> <p>21 compensation culture study, but we had talked</p> <p>22 about three RFPs total.</p> <p>23 Commissioner Brock.</p> <p>24 COMMISSIONER BROCK: I don't mean to cut you</p> <p>25 off, Madam Chair.</p> | <p>1 While that's going on, we will be drafting</p> <p>2 the actual contract to give the particular</p> <p>3 vendor to have signed and countersigned</p> <p>4 and then recorded into our purchasing system.</p> <p>5 So that's kind of where we're at from here.</p> <p>6 If you're asking for kind of a rough kind of</p> <p>7 guideline timeline, I would submit that --</p> <p>8 please allow us just a couple days to kind of go</p> <p>9 through the motions, close everything out online,</p> <p>10 do our due diligence, in terms of providing the</p> <p>11 proper public notifications, because we sent this</p> <p>12 out via solicitation.</p> <p>13 And then what I can do is I can advise the</p> <p>14 board on when the vendor would be available to</p> <p>15 come in and make any kind of necessary</p> <p>16 presentation.</p> <p>17 At that point, I'm sure they'd be more than</p> <p>18 willing to provide you specifics on what their</p> <p>19 estimate for their time would be, because I would</p> <p>20 not want to speak for them in terms of that</p> <p>21 process.</p> <p>22 COMMISSIONER BROCK: Thank you.</p> <p>23 MR. WEATHERS: Yes, ma'am.</p> <p>24 CHAIRWOMAN REYES: Thank you.</p> <p>25 Commissioner.</p> |

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| <p>1 COMMISSIONER HOROVITZ: I was just going to 2 say, through the Chair, I would assume that 3 contract will have no material differences 4 from like the RFP response. 5 MR. WEATHERS: No. 6 COMMISSIONER HOROVITZ: So, will we have to 7 have a resolution on the contract, or do you just 8 move this forward? 9 MR. WEATHERS: No, no. We'll go forward. 10 COMMISSIONER HOROVITZ: So we'll just be 11 looking for that. Like, if the 15 percent all of 12 a sudden becomes 45 -- 13 MR. WEATHERS: No. That's not going to 14 happen. 15 (People laughed.) 16 COMMISSIONER HOROVITZ: Thank you. 17 CHAIRWOMAN REYES: And, just to the clear, 18 the culture language, correct? 19 MR. WEATHERS: I'm sorry. I did not hear 20 that. 21 CHAIRWOMAN REYES: To be clear, the culture 22 language -- that doesn't appear in the -- 23 what was it? -- the Gallagher -- 24 MR. WEATHERS: Yes. 25 CHAIRWOMAN REYES: -- okay. Thank you.</p> | <p>1 We need them to participate. So I just want 2 to put it out there to start working on that and 3 to start thinking about that. 4 Yes, Commissioner. 5 COMMISSIONER BROCK: Okay. So, Madam Chair, 6 how we going to roll that out? 7 Are we going to do it online? 8 Are we going to do it by mailing it? 9 I don't know. 10 CHAIRWOMAN REYES: So I don't know the 11 logistics of it yet, because it's a very 12 preliminary thought. But I just -- it was in 13 the working list that I started in November, 14 and so I just want to make sure that it's clear 15 that we still have the intention of doing it. 16 COMMISSIONER BROCK: Okay. 17 CHAIRWOMAN REYES: It's just, you know, 18 we've been busy with other priorities. 19 COMMISSIONER BROCK: Right. 20 CHAIRWOMAN REYES: Okay? 21 COMMISSIONER BROCK: Okay. 22 CHAIRWOMAN REYES: And then, just for you, 23 Kort, FYI, you have Section -- like No. 25 and 24 26 are just repeated items. 25 MS. PARDE: Thank you. I'll remove that.</p> |
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| <p>1 COMMISSIONER HOROVITZ: Thank you. 2 CHAIRWOMAN REYES: All right. We can move 3 on. 4 Board list working list. So Kort and I have 5 been keeping tabs on a very, very long extensive 6 worklist that started off with ten items when 7 I came onto the board in November, and it's almost 8 30 at this point. 9 So we did focus on RFPs. The priorities were 10 the CEO and the compensation and culture studies, 11 but the third one that we had talked about was the 12 resident survey. We talked about doing a survey 13 for the residents to see how they felt about the 14 agency and how they were satisfied with our 15 services. 16 And so I do want to start having the 17 discussion about that, just because, obviously, 18 those are the individuals that we serve, 19 and that's who we owe a duty to. 20 And so I just don't want to forget that. 21 I want to make sure it's clear that it is coming. 22 So I know, in the Resident Relations Committee, 23 if you can, start, you know, sharing that 24 information, that there is going to be a survey. 25 But we need their buy-in, right?</p> | <p>1 CHAIRWOMAN REYES: All right. Updated 2 Administrative Organizational Chart. 3 So I understand that Ms. Dunn is not here. 4 But, can you give us an update on the CFO 5 position? 6 We received an email that the CFO was not 7 going to be able to start. 8 MS. PARDE: Yes. So, through the Chair, 9 I did not receive direct communication with him, 10 but, yes. That was the -- it was a family 11 situation where he has to stay in the location 12 that he is in. So he gave us last-minute notice. 13 But Ms. Dunn has been actively interviewing 14 for CFOs, and, to my knowledge -- I don't want to 15 say that she is ready to execute an offer for 16 somebody and the turnaround time of this 17 individual. 18 Obviously, we haven't given that offer 19 out, but it should be either Monday -- 20 or, well, if we got out of here soon enough, 21 it could be today. 22 They are local, and so they would be able 23 to start very quickly, within -- you know, in 24 August. 25 CHAIRWOMAN REYES: Okay. I also understand</p> |

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| <p>1 that we did not -- the Deputy CFO, right --</p> <p>2 he had left. I think two HR meetings ago,</p> <p>3 we did not have a Deputy DFO, and, at that point,</p> <p>4 I think we didn't have a CFO either.</p> <p>5 But now we have Kiran Markos?</p> <p>6 MS. PARDE: Through the Chair, she begins</p> <p>7 August the 7th. That's our next new hire</p> <p>8 orientation. She had just put it off for a month,</p> <p>9 because she's also moving from out of state here.</p> <p>10 And so she had to get her housing and things</p> <p>11 situated, and so she will be starting on</p> <p>12 August the 7th, our next new hire orientation.</p> <p>13 CHAIRWOMAN REYES: So, from what I understood</p> <p>14 last time, right, if I'm not mistaken,</p> <p>15 Mr. Tony Palmer, right, was the contracted vendor</p> <p>16 that was acting as the CFO?</p> <p>17 MS. PARDE: Through the Chair, yes --</p> <p>18 what I would say is, "a consultant," but, yes.</p> <p>19 He's filling that role right now. He has been</p> <p>20 a long-standing consultant that we have --</p> <p>21 Kubas Keller has been a consultant since before</p> <p>22 I got here, in October of 2021.</p> <p>23 So there was an existing contract.</p> <p>24 She secured his services -- much more detailed</p> <p>25 services -- over the last -- since the situation</p> | <p>1 We have not been able to get a fourth</p> <p>2 accountant?</p> <p>3 MS. PARDE: So, through the Chair,</p> <p>4 we have actually retained two temporary</p> <p>5 accountants through -- Ms. Julie could speak about</p> <p>6 it. She's the one who ... but they are working</p> <p>7 out quite fine, and so the intention would be,</p> <p>8 should everything go according to plan,</p> <p>9 we would be -- they're out there. So they will</p> <p>10 have to interview like everyone else, but they are</p> <p>11 working out now. So we actually have two</p> <p>12 temporary accountants.</p> <p>13 CHAIRWOMAN REYES: Okay. And, actually,</p> <p>14 I would ...</p> <p>15 Commissioner, if you wanted to ask a question</p> <p>16 -- it looked like you had a question to ask.</p> <p>17 COMMISSIONER BROCK: Yeah. But I'm going to</p> <p>18 go when you finish.</p> <p>19 CHAIRWOMAN REYES: Okay.</p> <p>20 COMMISSIONER BROCK: I don't want to</p> <p>21 interrupt your thought.</p> <p>22 CHAIRWOMAN REYES: No. It's okay.</p> <p>23 So the last time we had this meeting,</p> <p>24 right, we were informed I think under Ms. Dunn</p> <p>25 that our Finance Department, our CFO Department</p> |
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| <p>1 arose with the lack -- since Mr. Lohr resigned,</p> <p>2 and you were all aware of that. So right now he's</p> <p>3 filling in that role is my understanding.</p> <p>4 CHAIRWOMAN REYES: Right. So, how long will</p> <p>5 he be consultant once we have Ms. Kiran Markos in</p> <p>6 place?</p> <p>7 MS. PARDE: My understanding is just to</p> <p>8 taper off in the transition.</p> <p>9 CHAIRWOMAN REYES: Okay.</p> <p>10 MS. PARDE: It might be 30 days. It might be</p> <p>11 a little longer, because he doesn't necessarily</p> <p>12 come in. So I just wanted to be very clear.</p> <p>13 It might be that he comes here for a week.</p> <p>14 There might be a week or two absence, and then he</p> <p>15 comes back a week. I'm sure that Ms. Dunn</p> <p>16 as well as Ms. Markos will work out the exact</p> <p>17 plan.</p> <p>18 CHAIRWOMAN REYES: Okay. And then I also see</p> <p>19 we have ...</p> <p>20 Commissioner, did you have a question?</p> <p>21 COMMISSIONER BROCK: I'll wait until you</p> <p>22 finish.</p> <p>23 CHAIRWOMAN REYES: Okay. I see also we have</p> <p>24 a vacancy under Accountant II. So that vacancy</p> <p>25 has been there for a couple of months now.</p> | <p>1 was, you know, in a bit of trouble. We were</p> <p>2 having -- we didn't have leadership, and we were</p> <p>3 having individuals -- the CFO could not start on</p> <p>4 time.</p> <p>5 So, what is the current like posture of</p> <p>6 our finance?</p> <p>7 Because I understand we also had some</p> <p>8 audits that were due, and I'm sure this should</p> <p>9 have been addressed at the finance meeting.</p> <p>10 But I understand we didn't have a finance meeting</p> <p>11 for July.</p> <p>12 So I think it's relevant to discuss that in</p> <p>13 this meeting just given the fact that we had some</p> <p>14 audits and some deadlines due.</p> <p>15 MS. PARDE: So I can only speak to what</p> <p>16 I personally have knowledge of. I am not aware of</p> <p>17 the current audit situation. That is not --</p> <p>18 I'm over administrative.</p> <p>19 So that would be the financial aspect.</p> <p>20 Ms. Dunn would have to provide you if there has</p> <p>21 been any update on that. That I'm not sure of.</p> <p>22 I can speak to, you know, we're actively</p> <p>23 recruiting for those roles that are vacant,</p> <p>24 and they have been -- like I said, we're prepared</p> <p>25 to fill all of them immediately. And, as far as</p> |

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| <p>1 I know, that's pretty much what I know. 2 I don't know the status of the audit. 3 CHAIRWOMAN REYES: Okay. So you just said 4 that Ms. St. Clair would know more about the 5 accountant vacancies. 6 Ms. St. Clair, I'd like to hear from you 7 on that update, please. 8 MS. ST. CLAIR: The temp agency that we're 9 currently working with is Aston Carter, 10 and those are where we have been afforded the 11 great temps that we have. They are hitting the 12 ground running and helping in a great capacity 13 from what I hear. 14 CHAIRWOMAN REYES: Okay. Very good. 15 Thank you. 16 And then, do you know the posture of our 17 Finance Department, given that you're hiring these 18 individuals? 19 MS. ST. CLAIR: I think that, since the temps 20 came on board, they have contributed 21 significantly, and they have gotten us up to speed 22 on many of the tasks that have been needing to be 23 wrapped up. 24 CHAIRWOMAN REYES: Okay. So we're meeting 25 our deadlines?</p> | <p>1 keep talking. 2 COMMISSIONER BROCK: -- no. I'm sorry. 3 You say you'd be careful -- 4 COMMISSIONER HOROVITZ: I don't like to 5 publicly talk about rumor. And so I'll let you 6 have your comment, and, if I can contribute to the 7 the conversation, I will. 8 COMMISSIONER BROCK: I just wanted to know if 9 y'all had gotten any, and I didn't know. 10 I'm just like what you're saying. I didn't know 11 how much -- because I know that, at one point, 12 we had said that we feel bad about not having 13 information and then being blindsided with 14 information. So, yeah. So that's why I was 15 asking. 16 CHAIRWOMAN REYES: Okay. So, Commissioner -- 17 COMMISSIONER BROCK: I'm going to just put 18 it like that. 19 CHAIRWOMAN REYES: -- you guys seem to know 20 more than I do. 21 COMMISSIONER HOROVITZ: Sure, sure. 22 And, actually, I highlighted it on the checklist, 23 and I have said this many, many times. 24 Sharing concerns with the board is 25 typically mostly not the right action,</p> |
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| <p>1 MS. ST. CLAIR: Yes -- 2 CHAIRWOMAN REYES: So we're not behind on 3 anything that you're aware of? 4 MS. ST. CLAIR: -- we're getting closer 5 and closer, yes. Yes. Absolutely. 6 Bank reconciliations and otherwise. 7 CHAIRWOMAN REYES: Thank you. 8 Commissioner Brock. 9 COMMISSIONER BROCK: Madam Chair, I think 10 y'all received it. I received an email from 11 a previous employee here at the housing authority 12 from the Finance Department. 13 CHAIRWOMAN REYES: I did not get anything. 14 COMMISSIONER BROCK: Did you? 15 COMMISSIONER HOROVITZ: Keep going. 16 I did not get an email. I believe I got 17 a text, but I don't know if it's the same thing. 18 COMMISSIONER BROCK: Mine was sent -- 19 it might be the same -- from the deputy, 20 Greg Williams. 21 COMMISSIONER HOROVITZ: I want to be careful 22 to not share -- 23 COMMISSIONER BROCK: Yeah. I know. 24 That's why I didn't -- 25 COMMISSIONER HOROVITZ: -- so I'll let you</p> | <p>1 and we've talked about that a lot because of the 2 liability and all of the reasons why we don't want 3 our employees to bypass the channels that they're 4 supposed to go through. 5 And, out of respect for the leadership, 6 if you have an HR issue, you take to 7 Ms. St. Clair. I know we didn't have 8 Ms. St. Clair before. But she's here and that's 9 where you take your concerns. 10 If you have a maintenance issue ... 11 We have leadership in place for a reason, 12 and so I don't want our staff to feel -- 13 and I will be careful to say this -- 14 that they have free access to the board, 15 because that's disrespectful to the leadership. 16 But, you said this before, too. Like, you 17 know, text me, and you immediately took it back. 18 Right? 19 CHAIRWOMAN REYES: Uh-huh. 20 COMMISSIONER HOROVITZ: Because I don't want 21 that responsibility, and our employee is the CEO. 22 And we need to deal with CEO matters, but our team 23 members need to know that they need to follow the 24 proper channels. 25 And so, if there was a fraud, waste and abuse</p> |

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| <p>1 issue, that that person should have gone to OIG. 2 There are proper channels to take comments to, 3 and just venting about the work environment 4 isn't appropriate to take to the board, 5 in my opinion. 6 COMMISSIONER BROCK: And, to piggyback off 7 of what you said, Commissioner Heather, thank you 8 for your comments. That's exactly what I 9 recommend. 10 I said, "Well, you know, take it to OIG, 11 because, you know, I don't know how much we can, 12 as a board, speak on it." 13 So, yeah. So that's why I didn't go into the 14 details of it. 15 COMMISSIONER HOROVITZ: And I will say any 16 message I have ever gotten in my email or by text, 17 I have always responded, "Thank you for sharing. 18 I will be forwarding this on to the appropriate 19 ..." 20 Because it's important that you're not 21 -- and we talked about this before -- you're not 22 sitting on information, because I've been told 23 from, you know, regimes ago there was an 24 assumption -- I think it was before Mr. A -- 25 that, if you're sharing information with a board</p> | <p>1 I don't know if you got this note -- that we do 2 have bylaws. 3 CHAIRWOMAN REYES: Yes. 4 COMMISSIONER HOROVITZ: Okay. 5 CHAIRWOMAN REYES: Okay. So, actually, 6 I was going to put that in old business, 7 but we can talk about it now, if you want. 8 COMMISSIONER HOROVITZ: We can move on. 9 No, no, no. 10 CHAIRWOMAN REYES: Just really quickly, 11 I do see on there there is a vacancy for 12 Clerical Support Aide of the HR Manager 13 position. 14 Is this a position directly for 15 Ms. St. Clair? 16 MS. PARDE: Through the Chair, yes -- 17 actually, it's for the department. Generally, 18 that would be the individual who be scheduling. 19 So, if we had to make telephone calls for 20 interviews and things like that, that would be 21 -- that has not been approved yet to post that, 22 but I -- 23 CHAIRWOMAN REYES: I just didn't recall 24 seeing that position before. I have only seen 25 HR, and then --</p> |
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| <p>1 member ... "Oh, I wash my hands of it. They're 2 taking care of it." 3 But, what if you're not taking care of it, 4 right? 5 That's the problem with just sitting on 6 information. So it's also very important that you 7 are responding, and saying, "Hey, this is what 8 I'm doing with this information you're sharing 9 with me." 10 CHAIRWOMAN REYES: Yes. And I think it makes 11 a big difference now that we have an HR Director 12 who is focusing on doing that exclusively. 13 So, in her reports, I think it would be 14 prudent to put the information on there about any 15 issues. I know you can't really speak on ongoing 16 investigations, but I think it would be prudent 17 to put into your report moving forward if you have 18 any type of investigations going on. I think that 19 would be good for the board to know. Thank you. 20 The next agenda item -- just a quick question 21 for -- 22 COMMISSIONER HOROVITZ: I'm sorry. 23 CHAIRWOMAN REYES: -- yes. 24 COMMISSIONER HOROVITZ: On your worklist, 25 you have, "Update Bylaws." And we did confirm --</p> | <p>1 MS. PARDE: Through the Chair, it's existed. 2 CHAIRWOMAN REYES: -- okay. 3 MS. PARDE: We actually had an individual who 4 was in that role, and then, during Ms. Dunn's 5 transition, she moved that individual over to a 6 different department for the needs of the 7 Modernization and Development Department. 8 CHAIRWOMAN REYES: Okay. Thank you very 9 much. 10 The next agenda item is the Commissioners' 11 Availability Chart. So, if I'm understanding, 12 I think only Commissioner Horovitz and I 13 responded to that. 14 Is that correct? 15 MS. PARDE: Through the Chair, yes. 16 Commissioner Brock, however, is usually almost 17 always available. 18 CHAIRWOMAN REYES: Okay. 19 MS. PARDE: So I don't want it to be 20 perceived that she did not respond to me. 21 It's just that she's always available. 22 So she'll move her schedule around for us. 23 But I do need responses from the others, 24 and then also, for Commissioner Shirley. 25 It's not her fault. She's new. So I wanted her</p> |

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| Page 61 | <p>1 to know, by putting this out there, that I'll be</p> <p>2 sending that to her, and hopefully she can fill it</p> <p>3 out. And then this would be a reminder for the</p> <p>4 others to fill it out.</p> <p>5 CHAIRWOMAN REYES: Okay. Wonderful.</p> <p>6 COMMISSIONER HOROVITZ: Can I ask a question?</p> <p>7 CHAIRWOMAN REYES: Commissioner.</p> <p>8 COMMISSIONER HOROVITZ: Go ahead.</p> <p>9 COMMISSIONER BROCK: Yeah. Madam Chair to</p> <p>10 Ms. Kort, that was a -- I'm glad y'all was</p> <p>11 speaking on that, but this is not -- it's kind of</p> <p>12 with that.</p> <p>13 But the next time when we have a --</p> <p>14 if you don't mind, can we have a -- I know you</p> <p>15 sent an email of the cancellation of the meeting,</p> <p>16 the HR meeting.</p> <p>17 But I had looked earlier that morning,</p> <p>18 and I didn't see a cancellation. So I got</p> <p>19 dressed, and I was on my way. And then was when</p> <p>20 my daughter --</p> <p>21 COMMISSIONER HOROVITZ: I had done my face.</p> <p>22 My hair was done. I'm with you.</p> <p>23 (People laughed.)</p> <p>24 COMMISSIONER BROCK: -- exactly.</p> <p>25 CHAIRWOMAN REYES: Me, too.</p> | Page 63 | <p>1 background checks, and maybe this is,</p> <p>2 through the Chair to Ms. St. Clair.</p> <p>3 But, in certain departments, like,</p> <p>4 for example, finance and accounting, do we do --</p> <p>5 like I work for a financial institution.</p> <p>6 So we check credit.</p> <p>7 Like, to me, if you're working with finances,</p> <p>8 that's something that we should do.</p> <p>9 MS. PARDE: So, through the Chair,</p> <p>10 absolutely.</p> <p>11 COMMISSIONER HOROVITZ: Okay.</p> <p>12 MS. PARDE: Specifically, there's actually</p> <p>13 integrity bulletins out from HUD. They produce</p> <p>14 these.</p> <p>15 When it comes to a financial --</p> <p>16 it's anyone who would have the access to the bank</p> <p>17 information.</p> <p>18 So, generally, in our instance, it would be</p> <p>19 the Deputy CFO as well as the CFO, and sometimes</p> <p>20 it's just the CFO.</p> <p>21 But those individuals -- their credit is run</p> <p>22 extensively, and HUD recommends that you should</p> <p>23 actually make sure that there's not even a</p> <p>24 bankruptcy in the last ten years.</p> <p>25 It's something that's very important,</p> |
| Page 62 | <p>1 COMMISSIONER BROCK: So, can we get a phone</p> <p>2 call?</p> <p>3 Because I seen it. You sent it at 7- --</p> <p>4 I want to say 7:38 or something like that.</p> <p>5 MS. PARDE: Through the Chair, absolutely.</p> <p>6 I will absolutely make sure ...</p> <p>7 So what happened is -- I just want to make</p> <p>8 sure this is clear -- Ms. Dunn had missed the</p> <p>9 prior meeting on Monday. So, when she told me she</p> <p>10 was sick the previous night, I did not think that</p> <p>11 this was going to cancel the meeting. I didn't</p> <p>12 know the nature of the illness.</p> <p>13 So, to me, it was just, "Okay. You're sick.</p> <p>14 I'll fill in for you."</p> <p>15 It wasn't until I received Commissioner</p> <p>16 Reyes' email that morning, and I panicked.</p> <p>17 Because I'm thinking all of you were coming.</p> <p>18 So I wanted to get the notice out as quickly as</p> <p>19 possible, but, absolutely. From now on,</p> <p>20 I will individually call each of you.</p> <p>21 COMMISSIONER HOROVITZ: Thank you.</p> <p>22 COMMISSIONER BROCK: Thank you.</p> <p>23 CHAIRWOMAN REYES: Thank you.</p> <p>24 COMMISSIONER HOROVITZ: I just have a</p> <p>25 question. So I know that we have standards for</p> | Page 64 | <p>1 because, obviously, with access to the bank</p> <p>2 information, it's just, you know, too easy almost.</p> <p>3 Most of the housing authorities --</p> <p>4 if you're going to get in trouble, it's in one or</p> <p>5 two departments. It's the Finance Department,</p> <p>6 or it's the Procurement Department because of the</p> <p>7 access to funds like this. So, yes.</p> <p>8 Now regular employees -- we do run their</p> <p>9 credit, but you cannot, under Florida law</p> <p>10 and federal law -- you're allowed to have a</p> <p>11 bankruptcy.</p> <p>12 Those individuals, though, the Accountant</p> <p>13 Level II and even the comptroller -- they did not</p> <p>14 have access to our bank accounts. So it's very</p> <p>15 important to know the distinction between that.</p> <p>16 It's only the ones that are department heads</p> <p>17 themselves, and maybe it would be Ms. Dunn's call,</p> <p>18 as well as the CFO, whether or not the deputy</p> <p>19 would have that access to that information,</p> <p>20 like our bank accounts.</p> <p>21 But that is very important to know that they</p> <p>22 absolutely -- not only that we check credit.</p> <p>23 We check everything, because you have to consider</p> <p>24 that. There is the potential of -- it's just too</p> <p>25 easy. Let's just be honest.</p> |

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| <p>1 COMMISSIONER HOROVITZ: Sure. So we know 2 -- sorry. 3 Through the Chair to Ms. Kort, the CFO and 4 the Deputy DFO that we have identified passed that 5 test, the HUD standard, no bankruptcy in the last 6 ten years? 7 MS. PARDE: I would have to go make sure. 8 COMMISSIONER HOROVITZ: Let's make sure of 9 that. I think it's very important for both, 10 because we've had so much turnover in that 11 department. And we have a CFO out, and we want to 12 make sure that the Deputy CFO is held to the same 13 credit standard. 14 MS. PARDE: And I do want to make sure 15 that I state the entire thing. 16 HUD -- their regulations -- there are no 17 specific regulations on hiring and firing for 18 public housing authorities. That is just -- 19 they give guidance. This is guidance, and they 20 call this, "the best practices." 21 I want to make the distinction -- 22 COMMISSIONER HOROVITZ: Sure -- 23 MS. PARDE: -- because, you know, this is not 24 a CFR. This is one of those things -- that's why 25 they put out these integrity --</p> | <p>1 (addressed Mr. Weathers.) 2 MR. WEATHERS: I'm sorry. 3 Could you repeat the question, please? 4 CHAIRWOMAN REYES: At this point, 5 it's already done. So we're -- we don't need 6 an additional evaluation, right, or additional 7 input? 8 COMMISSIONER HOROVITZ: I don't think so. 9 CHAIRWOMAN REYES: Okay. That's fine. 10 What I would like, though, is that, when we do 11 bring in the vendors for questioning -- 12 that I'd like for you to have some questions to 13 ask, as well, and that way we can have an 14 invigorating conversation with them. 15 Okay? 16 MS. PARDE: Yes, ma'am. 17 CHAIRWOMAN REYES: Thank you. All right. 18 Bylaws. 19 So we started a conversation about the 20 bylaws, because the board secretary -- 21 COMMISSIONER BROCK: Madam Chair -- 22 CHAIRWOMAN REYES: -- uh-huh. Commissioner 23 Brock. 24 COMMISSIONER BROCK: -- I really think that 25 the issue about the bylaws -- I really think that</p> |
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| <p>1 COMMISSIONER HOROVITZ: -- sure. 2 I think, at this committee, though, 3 that we can agree that those best practices are 4 things that we should adopt, right? 5 CHAIRWOMAN REYES: Absolutely. 6 COMMISSIONER HOROVITZ: All right. 7 Thank you. 8 CHAIRWOMAN REYES: Yes. We just need to make 9 that part of the policy. 10 COMMISSIONER HOROVITZ: Yes. Agreed. 11 We need to update the policy. Governance, 12 governance. 13 CHAIRWOMAN REYES: So you can add that to 14 the working list for governance. 15 Speaking of governance -- so, before I do 16 old business, bylaws, I just had a thought. 17 So, given that Ms. St. Clair has extensive 18 HR history, does it make sense to have her 19 also provide, as part of the Evaluation Committee 20 -- to provide the scoring for the three companies? 21 Is that possible, or is the Evaluation 22 Committee just the board? 23 MS. PARDE: Through the Chair, you can extend 24 that. 25 You speak, because you know the rules</p> | <p>1 should be brought up at our board meeting, 2 because that that is really the board's bylaws and 3 not HR. 4 CHAIRWOMAN REYES: Correct. 5 COMMISSIONER BROCK: I'm just saying. So -- 6 CHAIRWOMAN REYES: Well, I just wanted to 7 provide an update, because I did ask Ms. Linda 8 to send me the documentation -- to me and to 9 Reece. And so I have reviewed it, and I just 10 wanted to share for the record. 11 Right? 12 So the original bylaws were signed on 13 February 2nd, 1998, by then Secretary Ronnie 14 Ferguson, and then I believe there was a 15 subsequent conversation June 21st, 2021, 16 where there was an amendment to be made to the 17 bylaws regarding Section 8.6 that had to do with 18 a quorum. And the vote did not pass. 19 Right? 20 It was less than -- for less than four. 21 So this conversation started about the 22 bylaws, because of the whole Governance Committee 23 and the secretary being in charge of the 24 Governance Committee. 25 But I will share that the copy that was</p> |

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| Page 69 | <p>1 provided as the amended and restated copy still</p> <p>2 does not have the language that the copies</p> <p>3 of the bylaws that we received --</p> <p>4 COMMISSIONER BROCK: Right.</p> <p>5 CHAIRWOMAN REYES: -- where it talks about</p> <p>6 the secretary being -- the board being also in</p> <p>7 charge of the governance.</p> <p>8 So somewhere along the lines it was updated</p> <p>9 or changed, and there was no approval for that</p> <p>10 change.</p> <p>11 COMMISSIONER BROCK: Right.</p> <p>12 CHAIRWOMAN REYES: So I definitely would like</p> <p>13 to --</p> <p>14 COMMISSIONER BROCK: So that's why I was</p> <p>15 --</p> <p>16 CHAIRWOMAN REYES: -- right.</p> <p>17 COMMISSIONER BROCK: -- Madam Chair,</p> <p>18 that's why I was saying that I felt like it should</p> <p>19 go to the overall board so that the overall board</p> <p>20 could hear --</p> <p>21 CHAIRWOMAN REYES: Correct.</p> <p>22 COMMISSIONER BROCK: -- these same comments</p> <p>23 that you're talking about.</p> <p>24 And I didn't want to address them in the</p> <p>25 HR, because I think the whole board should hear</p> | Page 71 | <p>1 the conversation that we've had about this has</p> <p>2 become kind of -- there is nothing at play here</p> <p>3 in my opinion. And maybe this is for the whole</p> <p>4 board, but I don't want us to keep on talking</p> <p>5 about this like this is some like scandal.</p> <p>6 COMMISSIONER BROCK: Well --</p> <p>7 COMMISSIONER HOROVITZ: This is really</p> <p>8 just multiple documents, in my opinion,</p> <p>9 that have just gotten lost in the shuffle,</p> <p>10 and, you know, we do need to sort it out.</p> <p>11 But I really do want to mitigate the whole feeling</p> <p>12 that there's somebody trying to confuse the board</p> <p>13 or be dishonest.</p> <p>14 COMMISSIONER BROCK: -- well --</p> <p>15 CHAIRWOMAN REYES: I would just like to say</p> <p>16 -- so my intention is to figure out like,</p> <p>17 what are the proper documents?</p> <p>18 As the HR Committee, this is --</p> <p>19 we are governed by our bylaws.</p> <p>20 COMMISSIONER HOROVITZ: Yes.</p> <p>21 CHAIRWOMAN REYES: So, if our bylaws are not</p> <p>22 straight, like if they're not the right bylaws,</p> <p>23 then we need to get the right bylaws, or,</p> <p>24 you know, implement the Governance Committee to do</p> <p>25 so.</p> |
| Page 70 | <p>1 the comments about -- that surround the bylaws.</p> <p>2 CHAIRWOMAN REYES: Right. So my</p> <p>3 recommendation was to bring this up to the board,</p> <p>4 because there is a very severe inconsistency</p> <p>5 here.</p> <p>6 COMMISSIONER BROCK: Okay.</p> <p>7 COMMISSIONER HOROVITZ: I will -- through the</p> <p>8 Chair --</p> <p>9 CHAIRWOMAN REYES: Commissioner Horovitz.</p> <p>10 COMMISSIONER HOROVITZ: -- Reece did locate</p> <p>11 the June 21, '21. Yes. So those are --</p> <p>12 and I know that he spoke with Ms. Hodges --</p> <p>13 those are our bylaws as of now.</p> <p>14 Right?</p> <p>15 CHAIRWOMAN REYES: Uh-huh.</p> <p>16 COMMISSIONER BROCK: Right.</p> <p>17 COMMISSIONER HOROVITZ: So I think we're</p> <p>18 talking about maybe there was a change.</p> <p>19 I do know that Ms. Sims was the only one who</p> <p>20 has had access to the bylaws, and I think that</p> <p>21 they're held in some system.</p> <p>22 I think that should change, because our</p> <p>23 bylaws -- I mean that should be easily accessible</p> <p>24 by senior leadership in the organization.</p> <p>25 But I'm not -- I really do want to --</p> | Page 72 | <p>1 But it's all tied together, because we</p> <p>2 were talking about the Governance Committee being</p> <p>3 in charge of the bylaws, but we don't have actual</p> <p>4 bylaws that have been voted and approved on.</p> <p>5 COMMISSIONER HOROVITZ: So OGC --</p> <p>6 and, Reece, I know you're on -- confirms that</p> <p>7 these are our bylaws as the Office of General</p> <p>8 Counsel knows them to be.</p> <p>9 And they didn't need to have a signature,</p> <p>10 because Chris didn't -- they were voted on even</p> <p>11 though Former Chair Walker didn't sign them.</p> <p>12 So these bylaws from June 21, '21 are our bylaws.</p> <p>13 If we want to discuss amending them,</p> <p>14 we can do that, but we do have bylaws.</p> <p>15 CHAIRWOMAN REYES: Yes. And what I'm saying</p> <p>16 is that those new bylaws still don't have the</p> <p>17 section about -- like that one section that is</p> <p>18 what caused the focus of all this with the</p> <p>19 secretary -- that's still not in those bylaws.</p> <p>20 COMMISSIONER HOROVITZ: Do you think that we</p> <p>21 need to add that in?</p> <p>22 CHAIRWOMAN REYES: I mean there is --</p> <p>23 MR. WILSON: If I can jump in, this is Reece.</p> <p>24 To jump in on that, I think the bylaws that were</p> <p>25 in my board book were outdated, and those were the</p> |

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| <p>1 ones that add the sections that the secretary 2 would also be the Chair of the Governance 3 Committee. 4 And I talked with Lawsikia, with her 5 institutional knowledge, and she said that she 6 was never aware that had been removed from the 7 bylaws. 8 But the June 21st, '21 -- that section was 9 not in there, and I guess it wasn't supposed to be 10 in there. So I've been out of the office this 11 week. 12 But I have located the June 21st, 2021 13 bylaws, and I believe maybe you guys have gotten 14 a copy of those. But those were passed by 15 resolution. 16 They don't need to sign those. 17 June 21st, 2021 are the bylaws that are in effect 18 as of now, and I don't know if everyone got a 19 copy. 20 COMMISSIONER HOROVITZ: I think we did. 21 CHAIRWOMAN REYES: Yes. I did. 22 MR. WILSON: I did confirm with Lawsikia. 23 They were in our system. I think those are, 24 in fact, the operative bylaws as of now. 25 CHAIRWOMAN REYES: Okay.</p> | <p>1 being a document, it's very important. 2 Also, I also requested in our meeting that 3 I would like to see a copy of the email that 4 whoever forwarded it to Ms. Kort. I would like to 5 see the copy of the email that sent the bylaws 6 that she gave to us as a board for bylaws. 7 And, like I said, I wanted to wait until 8 we had the full board present to talk about it, 9 because I thought it was very much important. 10 I know Ms. Kort had asked me about doing 11 a governance meeting, and I guess she is talking 12 about in August -- to do one in August. 13 But, again, what we need to look at is that, 14 even if I did do a governance meeting in August -- 15 September all offices goes up for vote in 16 September. Chair, Vice-chair, Secretary goes back 17 up for vote in September. 18 So it wouldn't make sense to do a governance 19 meeting in August when the next month we're going 20 to do -- select new officers. 21 COMMISSIONER HOROVITZ: I apologize. 22 I asked her to schedule that -- 23 COMMISSIONER BROCK: And, also -- 24 COMMISSIONER HOROVITZ: -- in that -- 25 COMMISSIONER BROCK: -- yeah. She told me.</p> |
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| <p>1 MR. WILSON: I think that was what you said 2 about the secretary being the Chair of the 3 Governance Committee, if that's what you're 4 referring to, Commissioner Reyes. That's not 5 supposed to be the operative bylaws. 6 CHAIRWOMAN REYES: So I mean we'll definitely 7 bring this up to the board and make a decision on 8 that. 9 I think, Reece, if you could provide just 10 I think for the board in general just like a 11 timeline of that, and that way we clear any 12 misunderstandings or any doubts about, 13 you know, the information. 14 Because, you know, my concern it's just a 15 piece of paper, right? 16 MR. WILSON: Right. 17 CHAIRWOMAN REYES: But, if it's been changed 18 or altered, it's a very important piece of paper, 19 and that's my role as HR just to figure what 20 happened there. 21 Commissioner Brock. 22 COMMISSIONER BROCK: Madam Chair, just like 23 you just said -- you said that, "It's just a piece 24 of paper, but it's not just a piece of paper," 25 like you said. It's a document, and so, with it</p> | <p>1 Yeah. I know, because you couldn't talk to me. 2 So she told me. 3 But that's what I'm saying. That's why 4 I wanted to say that I thought we should -- 5 and I told Ms. Kort that I was going to ask that 6 question here. 7 I didn't know if I would get that 8 opportunity, but, after you presented what you 9 did, that's why I brought it up. 10 But, in the previous years that I've been 11 on the board, the Governance Committee has always 12 been run or chaired -- not, "run --" chaired by 13 the Chair of the board. 14 Ms. Phillips did it. Mr. Walker. 15 You know, so I don't know. Like I say, I didn't 16 know where that language came from until you said 17 it. If you hadn't have never said it, I wouldn't 18 have never known where that language -- I wouldn't 19 have -- because that never happened. 20 So that's why I want to see the email, 21 because I even went back and got the original 22 bylaws from when they first did bylaws. 23 And I said, "Well, maybe it was in that. 24 Maybe that's the one that Ms. Kort had got." 25 So that's why I was asking for the email that</p> |

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| <p>1 she received, and, apparently, she got it. 2 So I would like to get a -- 3 MS. PARDE: Through the Chair, if there's 4 more -- that's the thing. I just wanted you to be 5 aware. I provided this to Commissioner Horovitz. 6 There is a memo with me -- just the email 7 -- that's what you've requested. So I'll provide 8 it to you. There are seven emails that I received 9 over the course of two years from Linda, 10 and there are several different versions of the 11 document. So I'll give both obviously. 12 CHAIRWOMAN REYES: Perfect. I had asked for 13 that last meeting. 14 COMMISSIONER BROCK: So they came from 15 Ms. Linda? 16 MS. PARDE: (nodded head affirmatively) 17 COMMISSIONER BROCK: Oh, yeah, and that was 18 the other thing that I wanted to point out. 19 Because Commissioner Heather had said something 20 about that, Ms. Linda Sims. 21 So it could be on record, she was initially 22 the board -- what would y'all call her, Ms. Kort, 23 the liaison for the board? 24 MS. PARDE: (nodded head affirmatively) 25 COMMISSIONER BROCK: So that's why she had</p> | <p>1 question? 2 COMMISSIONER BROCK: Yes, about Resident 3 Relations. 4 Do we want to do just one meeting, 5 or do we want to do two meetings? 6 COMMISSIONER HOROVITZ: Two meetings about, 7 what? 8 COMMISSIONER BROCK: Resident Relations. 9 COMMISSIONER HOROVITZ: When is the next one? 10 COMMISSIONER BROCK: We hadn't scheduled it 11 yet, because I wanted to bring it up to the board 12 today to ask that question. Because I was trying 13 to figure it out. 14 COMMISSIONER HOROVITZ: Sure. 15 Why don't you -- we have similar -- 16 well, I did my availability. 17 CHAIRWOMAN REYES: Yeah. You and I are 18 Mondays and Fridays. 19 COMMISSIONER HOROVITZ: Yes, very similar. 20 If we look at that and then you find a time 21 in there that's good for you and propose it, 22 I'll try to make as many of them as I can. 23 COMMISSIONER BROCK: So, do two? 24 COMMISSIONER HOROVITZ: Why would we do two? 25 COMMISSIONER BROCK: We have the committee</p> |
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| <p>1 all of the board's documents, because she kept 2 everything. She kept our -- she was the 3 recordkeeper for the board. 4 She had our copies of our resolutions, 5 you know, when we -- when we came on board 6 as commissioners, she was involved in all of 7 that. 8 So that's why no other -- no other senior 9 staff person was involved in that no more than 10 I guess the CEO. She was -- she was the person. 11 So, yeah. 12 CHAIRWOMAN REYES: All right. I know 13 Commissioner Horovitz has a hard stop. 14 So we're going to take this -- I think it's 15 important that we review it, and then we'll bring 16 it to a final conversation at the next board 17 meeting. 18 And that completes everything that I have. 19 I don't have any closing comments right now. 20 Meeting adjourned. Thank you. 21 COMMISSIONER HOROVITZ: Thank you. 22 COMMISSIONER BROCK: There was another 23 meeting -- I'm sorry -- that we needed to discuss, 24 a committee meeting. 25 COMMISSIONER HOROVITZ: A scheduling</p> | <p>1 meeting, which is the commissioners. 2 COMMISSIONER HOROVITZ: Right. You should 3 schedule -- 4 COMMISSIONER BROCK: Then you have Resident 5 Relations Tenant Meeting. 6 COMMISSIONER HOROVITZ: -- schedule those 7 when that's good for you and the tenants and what 8 makes sense, and let's schedule the committee 9 meetings that follow up on the availability. 10 COMMISSIONER BROCK: Okay. 11 COMMISSIONER HOROVITZ: Okay. Thank you, 12 Kort. 13 COMMISSIONER BROCK: Thank you. 14 (Whereupon, the proceedings in the 15 above-titled cause concluded at 4:50 p.m.) 16 --- 17 18 19 20 21 22 23 24 25</p> |

