

1-10-25 JHA BOC Special Meeting

Page 1 1 2 3 4 5 6 JACKSONVILLE HOUSING AUTHORITY 7 BOARD OF COMMISSIONERS SPECIAL MEETING 8 9 TAKEN: Friday, January 10, 2025 10 TIME: 2:03 p.m. to 2:54 p.m. 11 PLACE: Jacksonville Housing Authority 12 1300 North Broad Street 13 Jacksonville, Florida 32202 14 and via videoconference 15 16 Taken by Carol DeBee Martin, court reporter. 17 18 19 20 Carol DeBee Martin 21 Jacksonville Court Reporting, Inc. 22 1620 Bartram Road, Apt. 6111 23 Jacksonville, Florida 32207 24 (904) 465-0787 (cell) 25 debeemartin@aol.com	Page 3 1 PROCEEDINGS 2 January 10, 2025 2:03 p.m. 3 CHAIRWOMAN HOROVITZ: All right. 4 It is January 10th. 2:03. We'll get started. 5 I'll call the meeting to order. 6 For everyone who is online, we do not have 7 a physical quorum in the room. So we will not 8 be able to take any action today, but we're going 9 to use this time to have a discussion. 10 We have Commissioners Shirley, Reyes and 11 Rogers online; is that right? 12 MS. MIXON-PHILLIPS: We're working on getting 13 Commissioner Reyes here. 14 CHAIRWOMAN HOROVITZ: Commissioner Rogers, 15 are you there? 16 I can't see. I think I see Caleena, though. 17 MS. MORRIS: There is Commissioner Shirley, 18 Commissioner Rogers -- 19 CHAIRWOMAN HOROVITZ: If you muted them, 20 can they unmute themselves? 21 MS. MORRIS: I can't unmute them. 22 They have to unmute themselves. 23 CHAIRWOMAN HOROVITZ: Okay. All right. 24 Perfect. All right. We'll go ahead and get 25 started. Thank you-all for being here.
Page 2 1 APPEARANCES: 2 CHAIRWOMAN HEATHER HOROVITZ 3 COMMISSIONER HARRIET BROCK 4 COMMISSIONER LISA STRANGE WEATHERBY 5 EVANN MORRIS 6 HARRY M. "Reece" WILSON, IV, ESQUIRE (OGC) 7 ADINA TEODORESCU, ESQUIRE, (OGC) 8 ROSLYN MIXON-PHILLIPS, Interim President/CEO 9 JULIE ST. CLAIR 10 JOHN FINOTTI 11 DAVID BAUERLEIN (Florida Times Union) 12 SARAH WILSON-KRAFT 13 LAURIE LEWIS 14 BARBARA SANCHEZ 15 16 VIA VIDEOCONFERENCE 17 COMMISSIONER CALEENA SHIRLEY 18 COMMISSIONER ANDREA REYES 19 COMMISSIONER HANK ROGERS 20 WJXT 21 ASHLEY HARDING 22 LISA 23 STAN QUY 24 SANDRA BAKER 25 CHAD MOORE SATONIA HART E. F. LEXI SUDA JOSHUA HICKS LA'KENYA DORSEY	Page 4 1 Thank you for your time. 2 So this meeting was originally called, 3 because, as you recall when we were together 4 last week, was it, the purpose of that meeting 5 was to discuss an increase to the offer to 6 Mr. Guy. 7 Right? 8 Because, in the meeting prior, when we 9 decided that he was our top candidate, this board 10 authorized me to negotiate with him, and, 11 because the salary that we would be considering in 12 order to compensate for the health care, 13 as we discussed, would have been outside of that 14 range that I was authorized to negotiate. 15 That's why we all came back here. I do want 16 to start by apologizing for bringing everyone back 17 here today, because, you know, as we enter these 18 negotiations in good faith, we were really excited 19 about this candidate. 20 And I want to just acknowledge that this is 21 certainly not where we wanted to end up, 22 but this is where we are. And we are coming back 23 here today, because we were going to be discussing 24 Mr. Guy's redline counteroffer to the offer that 25 we shared a few days ago.

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1 And, just for everyone's knowledge, 2 we had an Employment Agreement that we worked very 3 closely with OGC on to incorporate all of the 4 wishes of this board to make an offer to Mr. Guy. 5 Then we received a few days later or a week 6 later his redlined version. 7 So, if you are looking at that Employment 8 Agreement, all of the like marked-up -- 9 there are no comments. All of the redlining 10 -- those are all his responses to our offer. 11 Right? 12 Since receiving that counteroffer from 13 Mr. Guy, he has informed me that he would like to 14 withdraw his candidacy for our CEO, and he shared 15 a message with me this morning. 16 And I'll just go ahead and read it, 17 because it's very brief. He's addressing the 18 entire board. 19 And he says, "Thank you for the opportunity 20 to explore the possibility of joining the 21 Jacksonville Housing Authority. I'd like to 22 withdraw from consideration for the President/CEO 23 position. I wish to express my deepest gratitude 24 to the Board of Directors and wish you-all the 25 best in your search.	1 that in 50 years of working. So that's my 2 thought. 3 There's more, but I'll just zip it. 4 CHAIRWOMAN HOROVITZ: Commissioner Brock. 5 COMMISSIONER BROCK: Madam Chair, I want to 6 first say that I guess I appreciate the fact that 7 he did resign -- you know, removed himself from 8 being our CEO -- because, just as my counter 9 partner, Commissioner Weatherby, says, I had never 10 seen a contract like that before. 11 And I'm pretty sure that, even if he had not, 12 I don't even think we would have been able to 13 accommodate that the way it was laid out, 14 you know. 15 And I know that Commissioner Reyes and 16 Ms. Julie and Ms. Phillips -- I know they -- 17 they spent a lot of time with putting together 18 the candidates and all of that information. 19 And even Commissioner Reyes said, 20 in our meeting when we were putting together the 21 contract that, you know, all of the things that 22 we expressed was told to the candidates, you know, 23 when they came -- went out for it, and I don't 24 understand that. I really didn't. I didn't 25 understand that at all.
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1 "Regards, George Guy." 2 So we'll start there. First, I just want 3 to thank you to Mr. Guy for being a part of this 4 process. 5 So now we're here under different 6 circumstances, and we need to talk about what we 7 want to do next. 8 Those are all of my opening remarks, 9 and I really am looking to this team to think 10 about what we do next. So I have some thoughts, 11 but I really want to hear from y'all first. 12 So, yes, Commissioner. 13 COMMISSIONER WEATHERBY: Have you talked to 14 Stan about this? 15 CHAIRWOMAN HOROVITZ: So I have not had a 16 conversation with him. He did send me an email, 17 but I wanted to talk to you-all first. 18 Because I want to know how to respond to him based 19 on how you-all feel. 20 COMMISSIONER WEATHERBY: Right. 21 CHAIRWOMAN HOROVITZ: Do you have thoughts? 22 COMMISSIONER WEATHERBY: Yes, I do have 23 thoughts. 24 I was fairly appalled at some of the changes 25 in the contract. I've never seen anything like	1 COMMISSIONER WEATHERBY: That's why my first 2 question -- I'm sorry -- was about Stan. 3 You recall Stan. 4 How did this go so wrong? 5 COMMISSIONER BROCK: Right. And I really -- 6 you know, because that's what I think, too. 7 I mean that's what I was looking at. We had a 8 search firm, and we paid them money to do this. 9 Yes. Ms. Phillips, Commissioner Reyes and 10 Ms. Julie was the subcommittee that we put 11 together to work along with him, but I really 12 would like to know how in the world this went like 13 it went. 14 CHAIRWOMAN HOROVITZ: Yeah. I can't -- 15 I don't even have any good words for that. 16 All I can share -- and I do want to be careful 17 of my word choices, because I really want to move 18 on from here. 19 But we were all excited about this candidate 20 because of their experience, and we believed that 21 it would be a good fit. 22 And I spent a lot of time, you know, 23 in the past few weeks working very closely with 24 OGC -- and thank you so much for your support 25 -- in working towards getting an agreement that

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1 would be beneficial to this agency and looking 2 out for the best interest of this agency, 3 which is our job, but also certainly would attract 4 a candidate, right? 5 And we believed we had gotten there. 6 When we left this room last time, we authorized 7 OGC to work back and forth with Mr. Guy's lawyer 8 on any matters that wouldn't have a financial 9 impact to the agency. 10 So I think that we were all surprised to get 11 a version of this agreement that had so many 12 examples of financial impacts to the agency. 13 So that part was a little shocking. 14 But, of course, we needed to call this 15 meeting anyway, because it was all outside of what 16 you-all charged me to do. So I think it's 17 important that we now look at what we do next. 18 COMMISSIONER WEATHERBY: Accountability can 19 come next, because I -- 20 COMMISSIONER ROGERS: Madam Chair -- 21 CHAIRWOMAN HOROVITZ: Hi. Yes. Thank you. 22 COMMISSIONER ROGERS: -- good afternoon. 23 CHAIRWOMAN HOROVITZ: Yes. Good afternoon. 24 Yes. Sorry that you couldn't be here. 25 COMMISSIONER ROGERS: Yes. Good afternoon,	1 Thank you, Commissioner Brock. 2 (no response) 3 COMMISSIONER BROCK: You're welcome, baby. 4 CHAIRWOMAN HOROVITZ: Are there any online? 5 MS. MORRIS: No. 6 CHAIRWOMAN HOROVITZ: All right. Thank you. 7 Commissioner Rogers, you're free to discuss 8 openly your thoughts. 9 Would you like to go? 10 Commissioner Shirley? 11 COMMISSIONER ROGERS: Madam Chair, 12 I apologize. I'm not sure where the conversation 13 began, to be honest. I'm not sure if it's 14 regarding the communication we received earlier 15 today from Mr. Guy. 16 CHAIRWOMAN HOROVITZ: Okay. 17 COMMISSIONER ROGERS: Is that what we're 18 discussing? 19 CHAIRWOMAN HOROVITZ: So we started with the 20 reason why we were here today was originally to 21 counteroffer the marked-up version that we 22 received from Mr. Guy. 23 Since then, this morning we received 24 communication -- or I did -- that he has withdrawn 25 his candidacy for our position. So now we're
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1 Madam Chair. Good afternoon, fellow 2 commissioners. I do indeed apologize for me not 3 being there in person. 4 I do want, if we can -- I see Commissioner 5 Shirley on, as well, and we actually were not a 6 part of the initial conversation. And so I don't 7 know if a vote can be taken for our participation, 8 if there is a quorum there in the room for that to 9 happen or not, but, if there is, I would ask for a 10 motion to be done for us to participate in this 11 special called meeting at this time, if that's 12 possible. 13 CHAIRWOMAN HOROVITZ: Yes. Good afternoon, 14 Commissioner Rogers, and we can give some 15 additional comments, if you couldn't hear. 16 Because we don't have a physical quorum in 17 the room, we won't be able to take any action. 18 You are all, you know, permitted to participate, 19 but we won't be voting on anything. So we won't 20 be able to do that, unfortunately. 21 But Commissioner Brock did remind me that we 22 do need to start with public comments. 23 So, if we could go back, please. 24 Is there any public comment in the room or 25 online?	1 here today to talk about what we do next, 2 and then I opened the discussion to the board to 3 get their thoughts. 4 Would you like to share some thoughts now, 5 Commissioner Rogers or Commissioner Shirley? 6 COMMISSIONER SHIRLEY: Sure. Through the 7 Chair, Commissioner Shirley. I share the 8 sentiments of what I heard Commissioner Brock 9 stating at the end of her comments, that this is 10 very much still a disappointment. 11 I know we really liked Mr. Guy as a 12 candidate, and, from everything that I was able to 13 read and do my due diligence on him, he was a 14 well-qualified candidate. 15 But I don't think that we could have foreseen 16 this process going in this direction, and, 17 in what I've been privy to, he has been on board 18 since we made the offer and was very excited about 19 the possibility of coming to Jacksonville. 20 So this is I think an abrupt departure from 21 the quoting that we've been doing with Mr. Guy and 22 the organization, and, for whatever reason that he 23 needed to withdraw his candidacy, I think I 24 respect it. It's just unfortunate, and I look to 25 see how we're going to move forward with the

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1 next steps. 2 In evaluating the secondary candidate, 3 who was also very well qualified and was really 4 neck and neck, if not for Mr. Guy having a little 5 bit more experience, I think either way it would 6 have gone great. 7 So it gives us the opportunity to take a 8 second look at the secondary candidate, or, 9 if we want to -- I guess we've got to decide if 10 we're going to open it up to additional candidates 11 at this point. 12 But I'm just ready to move forward with the 13 process as best as we can and as swiftly as we can 14 being that we spent so much time already in 15 getting to this point, and that's all the comments 16 I have at this time. Thank you. 17 CHAIRWOMAN HOROVITZ: Thank you. 18 Commissioner Weatherby. 19 COMMISSIONER WEATHERBY: Since the 20 commissioners online didn't hear my comment, 21 my first comment pertained to the fact that some 22 of the requested changes were I felt really pretty 23 out of line, and I was very disappointed in that. 24 I didn't think it showed good faith at all. 25 COMMISSIONER ROGERS: Madam Chair --	1 -- I don't know if that's a possibility -- 2 but to look at our next candidate and keep this 3 train moving. 4 COMMISSIONER WEATHERBY: Maybe Roslyn could 5 address the availability of the second candidate, 6 who I agree was just really outstanding. 7 CHAIRWOMAN HOROVITZ: I want to make a 8 comment, because I know that the board wasn't a 9 part of the numerous conversations that happened 10 over the last three, going on four weeks. 11 I think it's important for everyone to 12 understand that our role, as commissioners on 13 this board, is to look out for the best interest 14 of the agency, and however it's framed I think 15 that it's important to understand that we would 16 never commit the agency to something that wasn't 17 in the best interest. 18 Our responsibility is to look out for safe 19 and soundness. So there are a number of issues 20 with the response, and I don't want to spend our 21 whole time talking about that. 22 But the biggest issue that I had was we 23 couldn't have an agreement that was so one-sided 24 that had all of the protections for our candidate, 25 but had no protections for this agency.
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1 and thank you Commissioner Shirley, and thank you, 2 Commissioner Weatherby, for that. Because I, too 3 -- and I said this when I read the last proposal 4 that was sent to us and we had a opportunity to 5 review, and that was, "This is dead on arrival." 6 Right? 7 I don't see how we can meet those demands 8 that was being offered of us as a board especially 9 with some of the requirements we put in place in 10 the very beginning. 11 I think Mr. Guy is an amazing candidate. 12 I think he's amazing. He would have done amazing 13 here, but I think what the counter was just did 14 not fit with what we requested in the very 15 beginning. 16 To request, you know, a six-month delay, 17 things of that nature and all of the other stuff 18 that I saw on that contract, it was dead on 19 arrival to me. 20 But I believe we do need to move forward now, 21 and, to Commissioner Shirley's point, I share the 22 same sentiments. The secondary candidate was 23 neck and neck and a major candidate, and, 24 if we can move forward in charging our Chair with 25 reaching out and seeing if that door is still open	1 So that was my biggest issue with it aside from 2 other -- I'm not going to put my feelings into -- 3 you know, my feelings aren't important. 4 But we have to protect the agency, and so we 5 can't have -- that's why it really was just out of 6 line in my opinion. 7 But, moving on from that, we have an idea on 8 the table that we would reach out to our second 9 candidate. I can speak to -- I believe that 10 person is still available. 11 I did not reach out to them ahead of this 12 meeting, because it's not my decision to make. 13 It's for us to talk about, if that's something 14 that we want to do. 15 So, Commissioner Shirley, how do you feel 16 about that? 17 COMMISSIONER WEATHERBY: (nodded head 18 affirmatively) 19 COMMISSIONER BROCK: (nodded head 20 affirmatively) 21 CHAIRWOMAN HOROVITZ: I see nods in the room, 22 and Commissioner Rogers made the recommendation. 23 COMMISSIONER SHIRLEY: Yes. Through the 24 Chair, thank you. I think we did a great job in 25 vetting the candidates that rose to the top of

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Page 17 1 our list and those that we were able to bring in 2 to do the tour and do the one-on-one with. 3 And the secondary candidate I think is the most 4 eligible of all that we processed. 5 Just on a quick side note, I think that 6 I do -- I didn't know we were speaking to some of 7 the contract issues that came out in Mr. Guy's 8 contract, but I do very much so have the same 9 concerns that were presented. 10 And I appreciate us, as a board, being the 11 fiduciary that we are in protecting the 12 organization and being willing to push back on 13 those type of things to make sure that we're doing 14 the best we can for our residents. 15 With that being said, as we move forward to 16 the next candidate, I think there are some things 17 that were exposed in the contract that may raise 18 as being nonnegotiables that we may be able to 19 just put on the table as we continue to process 20 the next candidate. 21 And, as we get to a space to have a quorum 22 where we're talking about those things offline, 23 I think that some of those items should maybe 24 be presented just, you know, up-front, 25 that there are some threshold items that maybe	Page 19 1 about this trying to get to an agreement, 2 and so I think it's okay to have space to feel 3 disappointed. 4 COMMISSIONER WEATHERBY: Mine is just more 5 from a legal standpoint. I mean I -- 6 CHAIRWOMAN HOROVITZ: Okay. I'll be 7 emotional for you then. 8 COMMISSIONER WEATHERBY: -- you can be 9 emotional for me. 10 (People laughed.) 11 CHAIRWOMAN HOROVITZ: So we have the one 12 option to reach out to our second candidate to 13 see if they are interested. 14 Other things to consider -- and I just 15 am sharing ideas. I don't have a feeling either 16 way. I just want to put some thoughts out there, 17 because I've just been feeling, you know, 18 just close to it over the last few weeks. 19 And I just want to throw the idea around 20 stepping back for a few minutes and kind of maybe 21 healing a little through this trauma. We do have 22 stable leadership in place, and I just feel so 23 grateful -- I say it every time we're here -- 24 for Roslyn, that she has been just such a 25 lifesaver and just so stable for us and for this
Page 18 1 are nonnegotiables as we present the offer to the 2 next candidate. That's all I have. 3 CHAIRWOMAN HOROVITZ: Thank you. 4 Commissioner Shirley, it's interesting that you 5 said that. I think that what you're calling out 6 particularly is some of the language around the, 7 "at will," in the contract were framed very much 8 in a nonnegotiable tone, which is one of the 9 reasons why, again, some of the response was 10 shocking, because we did talk through that 11 extensively. 12 Commissioner Weatherby. 13 COMMISSIONER WEATHERBY: What made the hair 14 on my neck stand up was issues of what he didn't 15 want to be considered with cause. That just was 16 like, "No." 17 And I know we want to move on, but I mean 18 that sort of thing, you know -- 19 CHAIRWOMAN HOROVITZ: It's hard to not feel 20 emotional about it. 21 COMMISSIONER WEATHERBY: -- yes. 22 CHAIRWOMAN HOROVITZ: This has been a long 23 process. I don't know if Commissioner Reyes 24 has joined yet, but she's dedicated a lot of her 25 time. We've all had very late evenings talking	Page 20 1 agency. 2 Although, I do feel the second candidate 3 would be perfect, and, if we decide to move 4 forward with her, I think that is a great choice, 5 if she would be open to it. 6 Again, we haven't had that conversation, 7 but I also can imagine a scenario where we stay 8 the course with what we have in place, 9 if Roslyn were willing to do that and if this 10 board wanted that. 11 COMMISSIONER BROCK: I didn't want to 12 interrupt you. I wanted you to finish, 13 and then I was going to make a comment. 14 Madam Chair, I remember Commissioner 15 Weatherby said, when we were in negotiations -- 16 well, not in negotiations, but, when we were doing 17 our interviews with our candidates, she had said 18 that, you know, that's one of the reasons why, 19 like you saying, that you moved so swiftly with 20 Mr. Guy, because we were worried about the fact 21 that, if he did not accept, you know, we didn't 22 want to lose our candidates that we had out 23 there. 24 So I hear what you're saying, but I mean 25 I'm just saying, if we're going to try to secure

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1 her or see if she's available or if she wants it, 2 I think we need to try to move swiftly before she 3 do something else. 4 CHAIRWOMAN HOROVITZ: Sure. And that is 5 absolutely -- if that is what this board would 6 like us to do next, that's why we're here, 7 to talk about what we do next. 8 COMMISSIONER ROGERS: Madam Chair -- 9 and I do see him online -- the search firm that we 10 used -- can he give us guidance, or can he speak 11 to whether or not that's even possible for us to 12 even reach out to the secondary candidate? 13 Is that Stan? 14 Because I think I see him online. 15 Can he speak to that for us? 16 CHAIRWOMAN HOROVITZ: Sorry. Yes. 17 Stan, if you're there, please go ahead. 18 MR. QUY: Sure. Yes. I'd be happy to. 19 Can you hear me okay? 20 PEOPLE: Yes. 21 MR. QUY: Okay. Great. I, throughout this 22 process, have kept in communication with her just 23 to let her know that negotiations were ongoing 24 just as a courtesy to her since we knew she was a 25 strong candidate, as well.	1 I presume we need to vote. 2 MR. WILSON: You do need to vote. 3 COMMISSIONER SHIRLEY: Through the Chair, 4 I just wanted to let you know that Commissioner 5 Reyes is online. 6 CHAIRWOMAN HOROVITZ: Thank you. Thank you. 7 COMMISSIONER REYES: Hello, everyone. 8 COMMISSIONER BROCK: Hi. 9 COMMISSIONER REYES: Hello, everyone. 10 I apologize profusely. I know there was some 11 miscommunication, and then I was having tech 12 issues trying to get on here. But I am here, 13 and I apologize for the inconvenience of me not 14 being there presently. 15 CHAIRWOMAN HOROVITZ: Commissioner Reyes, 16 have you been able to hear any of the discussion? 17 COMMISSIONER REYES: No. I just was able to 18 log on. I just got the link to the call. 19 CHAIRWOMAN HOROVITZ: Okay. I'll just give 20 you a very brief rundown. 21 So we were originally here to discuss our 22 counter to Mr. Guy's redlines agreement. 23 Since then, he's withdrawn has candidacy. 24 So now we're here to discuss what to do next. 25 We've discussed reaching out to the
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1 So she is aware that we've been through 2 extensive negotiations. She had reiterated many 3 times that she is not looking at anything else at 4 this time. She is extremely interested in this 5 option. 6 The only downside is her husband had been 7 offered a job in Jacksonville, and he had declined 8 that since they didn't know the situation or what 9 was coming down the pike. 10 So I don't know if he can still pick up that 11 position or not, but I don't think that would be 12 a major consideration anyway. She has definitely, 13 definitely kept in contact and is very interested 14 in the position. She's not looking at any other 15 positions right now. 16 The only other thing I would share, 17 as I've talked about previously is, it is a great 18 market for candidates right now, and there are a 19 number of large city jobs out there. 20 She has not given any indication she has 21 anything else she's applied for, but it is a 22 market where you can lose people fairly quick like 23 in this current market. 24 COMMISSIONER WEATHERBY: Let's do it. 25 I mean I know we need to vote, and we can't vote.	1 second-ranked candidate from our interviews. 2 Do you have any thoughts on next steps? 3 COMMISSIONER REYES: Okay. Thank you. 4 So you want my thoughts? 5 CHAIRWOMAN HOROVITZ: Yes. 6 COMMISSIONER REYES: I mean, yes. That would 7 be I think the most logical and sensical thing to 8 do right now is to have the conversation about 9 inviting back our second top candidate. 10 At the end of the day, both of them ranked, 11 you know, with Victor, as well -- the three of 12 them ranked very, very highly, and, if she would 13 still be willing to consider being in this 14 position with us, then I think that's worth us 15 exploring. 16 Had there been discussion as to why 17 Mr. Guy withdrew, or is it just based on ... 18 Like, what was his reasoning for withdrawing? 19 CHAIRWOMAN HOROVITZ: There was no 20 discussion. It was just a statement that that was 21 his intention, and I wouldn't want to like put any 22 words -- he didn't make a statement to me. 23 So I'm not going to assume. 24 COMMISSIONER REYES: Okay. 25 CHAIRWOMAN HOROVITZ: Also on the floor is

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Page 25 1 whether or not we don't move on with any of the 2 top candidates and just stay the course with what 3 we're currently doing with leadership in place. 4 COMMISSIONER ROGERS: Madam Chair, when you 5 say -- 6 COMMISSIONER REYES: Yes. 7 Can you expand on that? 8 I'm sorry. 9 CHAIRWOMAN HOROVITZ: I'm sorry -- 10 with having Ms. Phillips stay in more of a 11 permanent role rather than interim, if she would 12 be willing. 13 COMMISSIONER WEATHERBY: I think we need to 14 stay the course. I mean we set out on this course 15 quite some time ago -- but, since y'all did all 16 the work -- but, you know, that was our charge to 17 start with. 18 And, since we have such an outstanding second 19 candidate -- and I think I made my feelings pretty 20 clear, that she was my first choice -- 21 that we should stay the course. 22 I mean this happened to us at JEA, and we had 23 the perfect, you know, guy right there afterwards, 24 and, you know, I think we are tasked with doing 25 this. I think we need to do it.	Page 27 1 and then she agreed to stay on through the 2 transition for an additional six months after 3 that, for a full year of commitment until August 4 of this year, if I'm not mistaken, Ms. Phillips. 5 MS. MIXON-PHILLIPS: That's correct. 6 COMMISSIONER REYES: So I don't know if 7 that's a conversation we need to have with her 8 or she's brought that up, but, you know, 9 we are looking for a permanent solution. 10 So I think we need to stay the course and find 11 that permanent CEO for Jacksonville. 12 CHAIRWOMAN HOROVITZ: Okay. So we don't have 13 a quorum here. We're not able to vote. 14 What are our options, Reece? 15 Adina? 16 Can I, without them authorizing me, 17 have a conversation with our second candidate? 18 I think our next meeting is in two weeks. 19 What are we able to do? 20 MR. WILSON: Obviously, the board can't take 21 any official action today, because there is not 22 a physical quorum present. So I think there is no 23 authority that's been granted to make an offer or 24 anything like that to any candidate. 25 I think it could be discerned if any
Page 26 1 CHAIRWOMAN HOROVITZ: Okay. I believe -- 2 sorry. 3 Commissioner Reyes, I think you are the only 4 one who hasn't given an opinion on that. 5 COMMISSIONER REYES: I mean, yes. 6 I would agree with Commissioner Weatherby. 7 This committee, the HR Committee, was tasked with 8 finding a CEO. We made that commitment to the 9 public and to our, you know, city of finding the 10 best and most qualified CEO. 11 Obviously, you know, we went through a very 12 long process that lasted for months. It was a lot 13 of meetings and a lot of conversations. 14 You know, I will put my personal opinion 15 aside about how I feel about what has happened in 16 the recent weeks, but I do think we need to 17 continue to stay the course and find the best 18 CEO for our City of Jacksonville. 19 And it is my understanding that Ms. Roslyn -- 20 I mean, you know, having worked hand in hand with 21 Ms. Phillips, I would find her to be, you know, 22 a wonderful CEO. I just don't know that that's 23 what she would like. 24 And we made an agreement to keep her, 25 you know, for an initial six months,	Page 28 1 candidates are interested, but no action can be 2 taken at this time. 3 So I think, you know, through Stan, 4 he could determine who is still interested in the 5 position, but a formal action would have to wait 6 until the next called board meeting. 7 CHAIRWOMAN HOROVITZ: Okay. 8 COMMISSIONER WEATHERBY: Could we have 9 another special meeting prior to two weeks 10 and make sure we have a quorum? 11 MR. WILSON: Sure. Right. That's an option, 12 as well. 13 CHAIRWOMAN HOROVITZ: Sure. 14 So, why don't we ... 15 Commissioner Brock. 16 COMMISSIONER BROCK: Madam Chair, 17 I just wanted to remind you that, on the 17th, 18 we do have -- if you want it earlier, I mean we 19 can look at that, too. But, but on the 17th, 20 we do have Resident Relations Committee Meeting 21 here in the boardroom at nine o'clock (sic) 22 on the 17th. 23 CHAIRWOMAN HOROVITZ: We also have governance 24 that morning, right, Commissioner Shirley? 25 COMMISSIONER SHIRLEY: Correct.

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Page 29 1 COMMISSIONER BROCK: What time governance 2 was? 3 CHAIRWOMAN HOROVITZ: I have it starting at 4 9:00. 5 COMMISSIONER BROCK: Governance at 9:00? 6 CHAIRWOMAN HOROVITZ: No. Actually, I only 7 have a placeholder. 8 COMMISSIONER BROCK: You might be right. 9 Governance may be at 9:00, and Resident Relations 10 at 10:00 I think. 11 Right, Ms. Phillips? 12 MS. MIXON-PHILLIPS: Yes. 13 COMMISSIONER BROCK: I'm sorry. Yes. 14 That's how it is. 15 COMMISSIONER WEATHERBY: I think, 16 in prioritizing things, you know, we've had our 17 second candidate on hold for a long time. 18 COMMISSIONER BROCK: Yes. 19 CHAIRWOMAN HOROVITZ: Yes. 20 COMMISSIONER WEATHERBY: And I'm kind of 21 worried about that, and I think it's probably 22 a very high priority -- not that those aren't 23 high priorities, too, but -- 24 COMMISSIONER BROCK: No, no. You right. 25 I was just letting her know --	Page 31 1 So, on the 13th, I could -- if everybody else 2 is able to poll for the 13th, I could potentially 3 move something for 1:00 or 2:00 p.m. 4 COMMISSIONER WEATHERBY: I cannot be there on 5 the 13th. 6 COMMISSIONER SHIRLEY: Unfortunately, 7 through the Chair, I am on another board that has 8 a training in Tampa on the 13th. I would be 9 willing to -- I could only do the morning and 10 maybe go late, but I couldn't do afternoon. 11 CHAIRWOMAN HOROVITZ: Okay. We can take 12 that offline. We need to find a time where all 13 four can be in here, and that has to happen after 14 we've had a conversation with her. So we will 15 have Roslyn circle up with everybody. 16 We don't really need to vote on it, 17 but, Stan, if you're still there, if you'll go 18 ahead and have a conversation with her -- 19 MR. QUY: Yes. 20 CHAIRWOMAN HOROVITZ: -- and gauge her 21 interest and get back with us? 22 MR. QUY: Do you want me to do that while 23 you're in your session here? 24 CHAIRWOMAN HOROVITZ: Sure. 25 MR. QUY: Okay. I will make a call.
Page 30 1 CHAIRWOMAN HOROVITZ: Yes. 2 COMMISSIONER BROCK: -- if the other -- 3 I'm sorry for speaking out of turn. 4 CHAIRWOMAN HOROVITZ: No, no, no. Thank you. 5 COMMISSIONER BROCK: If the other days was 6 not available, I was just saying that I know that 7 we are kind of all kind of supposed to be here for 8 those meetings. 9 CHAIRWOMAN HOROVITZ: I know. 10 When Ms. Phillips polled everyone for this 11 meeting, I don't believe all of us were available 12 on Monday either, but we can repoll. 13 If we are able to speak with her and get back 14 together on the 13th, we could aim for that. 15 Should we look at calendars now? 16 We don't even know if we'll be able to get 17 ahold of her. 18 Ms. Phillips. 19 MS. MIXON-PHILLIPS: I don't believe 20 Commissioner Reyes was available on the 13th; 21 is that correct? 22 COMMISSIONER REYES: Yes. And I won't 23 be available next Friday. I'll be out of the -- 24 I'm in a conference out of the country, actually, 25 next Friday, the 17th.	Page 32 1 Thank you. 2 CHAIRWOMAN HOROVITZ: You can mute yourself. 3 We don't have to be on. 4 MR. QUY: Okay. 5 CHAIRWOMAN HOROVITZ: All right. 6 While we're here, there's something else that we 7 needed to talk about in preparation for next 8 month's board meeting. OGC let me know that we 9 need to -- based on the agreement that we have 10 with Ms. Phillips, we needed to notify her -- 11 it was six months plus six months. So we need to 12 notify her that we're going to extend that second 13 six months. 14 Remember, that's how we did the contract with 15 her? 16 And Ms. Phillips knows that I was going to 17 bring that up. 18 So, in the next meeting, we need to have 19 I think ... 20 Is it a resolution, Reece? 21 How will we extend the second six months of 22 her agreement? 23 MR. WILSON: I think, yes. If the board or 24 you, as Chair, notifies Ms. Phillips, we could do 25 a resolution at the next meeting to extend her for

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Page 33 1 six months. 2 CHAIRWOMAN HOROVITZ: Okay. Something that 3 I think that we need to -- there has been a lot of 4 moving -- 5 COMMISSIONER ROGERS: Through the -- 6 CHAIRWOMAN HOROVITZ: -- sorry. Go ahead, 7 Commissioner Rogers. 8 COMMISSIONER ROGERS: -- I'm sorry, 9 Madam Chair. 10 CHAIRWOMAN HOROVITZ: I'm sorry. 11 COMMISSIONER ROGERS: I don't have it in 12 front me, but I thought, in the initial resolution 13 that we approved with Ms. Phillips, the language 14 said, "not to exceed a year." 15 And, did we change that? 16 COMMISSIONER BROCK: No. 17 COMMISSIONER ROGERS: I'm not understanding 18 why we have to go back. 19 CHAIRWOMAN HOROVITZ: No. 20 COMMISSIONER BROCK: No. 21 CHAIRWOMAN HOROVITZ: No. But I remember we 22 wrote it in. "Six months --" that's how it was 23 written. I don't remember why we had to do that, 24 but I know -- 25 MR. WILSON: Six-month increments is how	Page 35 1 fairly compensating her for the job that she's 2 doing. 3 I'm not making any suggestions about what 4 that looks like right now, but maybe, if you will 5 put some thought into that when we come into next 6 month's board meeting how you feel about -- 7 because the terms of her agreement would be 8 modified in the February 15th deadline. 9 So, if we're going to make any changes to the 10 term or to the pay, we'd want to include those 11 details. So we don't have to have a discussion 12 now. It's just for everyone to think about it. 13 COMMISSIONER REYES: I would second it, 14 Chair. 15 COMMISSIONER WEATHERBY: It sounded to me 16 like it was worded that it was just a simple 17 extension, not a renegotiation. 18 Is that right? 19 I mean I guess we could, but -- 20 MS. TEODORESCU: Well, yes. It's up to the 21 board to make changes to the terms, as well, 22 during -- when the extension is discussed, 23 and Section 3.3 -- that addresses the extension 24 and specifies that the agreement may be extended 25 only by action of the board. So it would require
Page 34 1 -- 2 CHAIRWOMAN HOROVITZ: Right. 3 MS. TEODORESCU: (inaudible) 4 COURT REPORTER: I didn't hear you. 5 I'm sorry. 6 MS. TEODORESCU: Section 1.1 specifies 7 the agreement expires on February 14th, 2025, 8 unless we extend. 9 CHAIRWOMAN HOROVITZ: Uh-huh. 10 COMMISSIONER BROCK: Okay. 11 CHAIRWOMAN HOROVITZ: And so that needs to be 12 done with a resolution; is that right? 13 MR. WILSON: I think that's the best way to 14 do it. 15 CHAIRWOMAN HOROVITZ: Yes. Let's go ahead 16 and do that. 17 The only other thing I think is worth just 18 throwing out for the room to think about as we're 19 coming into our next month's meeting -- and you'll 20 remember, when we brought Roslyn in, it was really 21 in that emergency time period, and it really 22 brought a lot of stability to the organization. 23 I think that we were thinking more 24 short-term and wanted to get to an agreement 25 quickly. I think that we should look at if we're	Page 36 1 a resolution. 2 CHAIRWOMAN HOROVITZ: Uh-huh. 3 COMMISSIONER BROCK: Madam Chair, I know we 4 are -- I'm trying to think how I want to put this, 5 because I know we are, like you said -- 6 just really were at odds. 7 And I hear what you're saying about 8 Ms. Phillips, but we -- I would just like to ask 9 a question to Ms. Phillips. Because I know that 10 all of them here at the Jacksonville Housing have 11 been extremely working to try to get everything 12 back in the right proper posture, and so I just 13 want to ask Ms. Phillips a question, Madam Chair. 14 CHAIRWOMAN HOROVITZ: Uh-huh. 15 COMMISSIONER BROCK: Ms. Phillips, 16 I know that we went out for -- we went out for a 17 compensation for our staff, and I was just curious 18 on where -- if they're going to ... 19 Did y'all look at the compensation for the 20 staff yet? 21 And, also, I know that we had a resolution 22 that we had did -- the board had did -- 23 for the staff, that they were supposed to be able 24 to -- and I haven't seen one came up, and that's 25 the only reason I'm asking about this. And maybe

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1 Ms. Julie can help me on this here, if we did or 2 not. Maybe y'all can correct me. 3 I know we had did a resolution where the 4 staff was supposed to be able to do a sell-back 5 twice a year, and I hadn't seen one came to the 6 board. So I was just curious on -- 7 COMMISSIONER ROGERS: Madam Chair, a point of 8 order. 9 CHAIRWOMAN HOROVITZ: Yes. I was going to -- 10 COMMISSIONER ROGERS: I apologize. 11 And, to Commissioner Brock, I think you 12 raised a very valid point; however, I'm not sure 13 if this is the part of the special called meeting. 14 And, while I think it's important, I do think 15 this conversation should wait until our regular 16 board meeting, because it's not a part of the 17 special called meeting. And I want to make sure 18 we're in line with what this is about. That's my 19 point, Madam Chair. 20 CHAIRWOMAN HOROVITZ: I think that maybe we 21 shouldn't talk about it because of being in 22 negotiations; isn't that right? 23 COMMISSIONER BROCK: Excuse me. Excuse me, 24 Madam Chair. 25 To Commissioner Rogers, I only brought it up,	1 sorry. Madam Chair, again, I apologize that 2 I'm not there. 3 To Commissioner Brock, again, I apologize if 4 you mistook that. Again, the way I understood 5 the conversation, we were still talking about the 6 CEO, CEO search and then a permanent with 7 Ms. Phillips, things of that nature, which was in 8 alignment with the special call. 9 COMMISSIONER BROCK: Uh-huh. 10 COMMISSIONER ROGERS: What I was hearing was 11 something different, and that's why I called a 12 point of order. So I apologize if you 13 misunderstood that, but thank you so much for 14 addressing that. 15 CHAIRWOMAN HOROVITZ: And I'm sorry, too. 16 I just wanted -- 17 MR. QUY: Commissioners, I do have an update 18 on our candidate. 19 CHAIRWOMAN HOROVITZ: -- all right. 20 Go ahead, please. 21 MR. QUY: Okay. She would be available on 22 the 13th all morning, if you have an option there 23 in the morning. Otherwise, she is pretty 24 jam-packed in the afternoon. I think we might be 25 able to convince her to have some time in the
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1 because our Chair had said that we needed to think 2 about some things for our board meeting, and I was 3 just putting it out there for us to think about 4 for the board meeting that's coming up at the end 5 of the month. 6 That was the only reason I brought it up. 7 I understand it's not a part of this meeting, 8 but that was the only reason I brought it up. 9 So I'm sorry. I didn't mean to be out of 10 order or anything of that nature, but that was the 11 only reason. I was just going to ask the 12 commissioners and Ms. Phillips if they would 13 give it some thought for the board meeting for the 14 end of the month. That was all. I wasn't trying 15 to bring anything -- and, like I say, I was only 16 following our Chair, when she made the comment 17 that we should think about, you know, some stuff 18 when we come back together for our regular board 19 meeting. That was all. Thank you. 20 CHAIRWOMAN HOROVITZ: And I'm sorry for that 21 confusion. It was more in the CEO discussion. 22 COMMISSIONER BROCK: I'm sorry. Yeah. 23 CHAIRWOMAN HOROVITZ: All right. So I don't 24 think we have anything else. 25 COMMISSIONER ROGERS: Madam Chair --	1 afternoon, but the morning is clearly open all 2 morning for her. 3 CHAIRWOMAN HOROVITZ: I'm sorry, Stan. 4 Did you speak to her interest in the role? 5 MR. QUY: Yes, yes. I'm sorry. Yes. 6 She's definitely interested. 7 CHAIRWOMAN HOROVITZ: Okay. Thank you. 8 Do we have any other questions for Stan? 9 COMMISSIONER REYES: Madam Chair, I don't 10 have a question for Stan, but I will not be 11 available on Monday morning. 12 CHAIRWOMAN HOROVITZ: Andrea, when was your 13 availability? 14 I know we only polled everyone for Mondays 15 and Fridays, because we've always said those are 16 our most free days. 17 COMMISSIONER REYES: Yes. I mean I would be 18 available in the afternoon, but I know that 19 Commissioner Shirley is not available in the 20 afternoon. So ... 21 COMMISSIONER WEATHERBY: And I'm not either. 22 COMMISSIONER SHIRLEY: I'm willing to -- 23 if we have a quorum in the room, I can definitely 24 always come on and try to participate online or 25 have a listening ear to the conversation,

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1 but I'm willing to -- as long as we have a 2 quorum, to please move forward with the timeliness 3 of her schedule so that we can move forward as 4 necessary. 5 CHAIRWOMAN HOROVITZ: I think that everyone 6 feels strongly about negotiating with the second 7 candidate. I think that the best way to do that 8 would be to ask her willingness to do that in a 9 public setting, and, hopefully, we can work back 10 and forth and get to an agreement in real time 11 all together. I think that would be more 12 productive, if she would be willing to do that. 13 So I think it would be beneficial if we could 14 carve out that time. 15 Our lawyers, how do you feel about that? 16 MR. WILSON: I think that's fine. 17 CHAIRWOMAN HOROVITZ: Yes? 18 Okay. 19 MS. MIXON-PHILLIPS: Madam Chair, is there 20 another day, since all six commissioners are 21 online, another day and time that is agreeable? 22 I know I've had several commissioners to say 23 mornings work better, because it doesn't interfere 24 with the middle of the day. 25 But, is there another day early next week	1 COMMISSIONER WEATHERBY: What time? 2 COMMISSIONER BROCK: Tuesday. 3 CHAIRWOMAN HOROVITZ: Tuesday, the 14th. 4 COMMISSIONER WEATHERBY: I can -- it's 5 difficult, but I'll reschedule something for 6 Tuesday morning, if we're sure we'll have a quorum 7 in the room. 8 CHAIRWOMAN HOROVITZ: Commissioner Brock? 9 COMMISSIONER BROCK: (nodded head 10 affirmatively) 11 CHAIRWOMAN HOROVITZ: I could make it, as 12 well. Earlier the better. 13 Stan, will you ask if she's available 14 Tuesday, the 14th, in the morning? 15 MR. QUY: Tuesday any time in the morning. 16 Okay. I'll call her right back. 17 CHAIRWOMAN HOROVITZ: So I think what would 18 be helpful, if we had this -- to Commissioner 19 Rogers' point, we have our agreement. We have our 20 items. We know how we feel. 21 Can we send that draft over so she can start 22 looking at it now? 23 MR. WILSON: Madam Chair -- 24 CHAIRWOMAN HOROVITZ: Oh, that's right. 25 I'm not authorized to offer her --
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1 that -- 2 CHAIRWOMAN HOROVITZ: How does Tuesday, 3 the 14th in the morning, look for everyone? 4 COMMISSIONER WEATHERBY: No. 5 CHAIRWOMAN HOROVITZ: No? 6 Okay. 7 COMMISSIONER SHIRLEY: I'll still be out of 8 town. I can do Wednesday, Thursday or Friday. 9 COMMISSIONER WEATHERBY: I can do Wednesday 10 or Thursday. 11 COMMISSIONER REYES: I'm out of town for 12 that conference starting Wednesday. So I could do 13 Tuesday morning. I'm actually available pretty 14 much all day Tuesday. 15 CHAIRWOMAN HOROVITZ: Who was not on Tuesday? 16 COMMISSIONER SHIRLEY: Commissioner Shirley. 17 I'm not able to be physically in a quorum. 18 I can be available via the videoconference. 19 CHAIRWOMAN HOROVITZ: Right. 20 Commissioner Rogers, Tuesday morning, 21 the 14th? 22 COMMISSIONER ROGERS: I can make myself 23 available. 24 CHAIRWOMAN HOROVITZ: Commissioner Weatherby, 25 were you unavailable even remotely?	1 MR. WILSON: -- you're not authorized to make 2 an offer -- 3 CHAIRWOMAN HOROVITZ: -- absolutely. 4 Oh, my gosh. 5 MR. WILSON: -- or anything like that. 6 CHAIRWOMAN HOROVITZ: You're right. 7 MR. WILSON: This is just sort of a 8 factfinding. 9 CHAIRWOMAN HOROVITZ: Thank you for the 10 stop sign. Okay. 11 MS. MIXON-PHILLIPS: Without making an offer, 12 all of our claims are public record, 13 and so the boilerplate for the agreement, 14 without any salary amount or anything like that, 15 maybe just the boilerplate. 16 Would that be allowable? 17 Because, actually, we could provide what was 18 in the initial with the first candidate, 19 because that's already public record. 20 Right? 21 I'm just asking. 22 MS. TEODORESCU: If there's a public records 23 request. 24 MR. WILSON: That's right. I think, 25 if there is a request made for a document like

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1 that, it is public record, and it's accessible as 2 a public records request. 3 MS. MIXON-PHILLIPS: Even just a boilerplate 4 -- 5 MR. WILSON: I think that would be fine. 6 CHAIRWOMAN HOROVITZ: I know we're all trying 7 to be efficient, but we'll take the time it takes 8 when we're all together. 9 But I appreciate where your head is at, also, 10 Roslyn. That's where I was, as well. 11 We're waiting for Stan to get back with us, 12 and then we have I think no other business here 13 this afternoon; is that right? 14 COMMISSIONER BROCK: Yes. 15 MS. MIXON-PHILLIPS: While we're waiting, 16 Madam Chairwoman and to all of the commissioners, 17 my apologies, again. It was a confusion and 18 conflict this afternoon. The anticipation was 19 that we would have a quorum, but that was my 20 mistake. 21 CHAIRWOMAN HOROVITZ: No, no, no. 22 MS. MIXON-PHILLIPS: This morning I was 23 wrapped up in some other meetings, and I did not 24 confirm this morning. 25 CHAIRWOMAN HOROVITZ: No, no. Thank you.	1 MR. QUY: I never talk with candidates about 2 any aspects of negotiations, but I am pretty 3 confident that Cheron would be a much easier task 4 for getting to an agreement. 5 I just have a lot of confidence that she's 6 going to be pretty good to work with on the 7 agreement. 8 CHAIRWOMAN HOROVITZ: Okay. All right. 9 If there is nothing else, thank you-all, 10 and then for your availability next week as we 11 work through this process. 12 It is going to be worth it, and I'm excited 13 to see when we get to the other side of it. 14 COMMISSIONER WEATHERBY: Did we decide on a 15 time on Tuesday morning? 16 CHAIRWOMAN HOROVITZ: I think we're looking 17 for 9:00. 18 Is that right? 19 8:30 or 9:00? 20 MR. QUY: Nine o'clock. 21 Okay? 22 CHAIRWOMAN HOROVITZ: Uh-huh. Perfect. 23 MR. QUY: All right. 24 CHAIRWOMAN HOROVITZ: All right. 25 Thank you, everyone. Have a wonderful weekend.
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1 MS. MIXON-PHILLIPS: And, also, I may have 2 gotten the availability wrong for Commissioner 3 Reyes, as well. 4 COMMISSIONER WEATHERBY: Do you have someone 5 who could make those calls for you? 6 MR. QUY: Commissioners? 7 MS. MIXON-PHILLIPS: It's a process of -- 8 CHAIRWOMAN HOROVITZ: Yes. 9 MR. QUY: Yes. 14th in the morning. 10 Any time is okay with her. 11 CHAIRWOMAN HOROVITZ: Excellent. 12 So, just for scheduling, we know we'll have a 13 quorum in the room, right? 14 Lisa can be here. I'll be here. Hank can be 15 here in person, and so can Andrea. 16 Andrea, can you be here in person? 17 COMMISSIONER REYES: Yes, ma'am, I can be 18 there. 19 COMMISSIONER BROCK: (nodded head 20 affirmatively) 21 CHAIRWOMAN HOROVITZ: And then we'll have 22 Commissioner Shirley online. Excellent. 23 MR. QUY: Could I just share one last 24 comment, as well? 25 CHAIRWOMAN HOROVITZ: Yes, please.	1 We're adjourned. 2 PEOPLE: Thank you. 3 (Whereupon, the proceedings in the 4 above-titled cause concluded at 2:54 p.m.) 5 --- 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25

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1 CERTIFICATE

2 STATE OF FLORIDA)

3 COUNTY OF DUVAL)

4 I, Carol DeBee Martin, Certified Court
5 Reporter and Notary Public, certify that I was
6 authorized to and did stenographically report
7 to the best of my ability the foregoing proceedings
8 and that the transcript is a true and complete record
9 of my stenographic notes.

10 Dated this 11th day of January, 2025.

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Carol DeBee Martin
Notary Public State of Florida
My Commission: HH 588635
Expires: 12-29-2028