

1-27-25 JHA BOC Committee Meeting

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1 2 3 4 JACKSONVILLE HOUSING AUTHORITY 5 BOARD OF COMMISSIONERS MEETING 6 7 TAKEN: Monday, January 27, 2025 8 TIME: 2:01 p.m. to 3:20 p.m. 9 PLACE: Jacksonville Housing Authority 10 1300 North Broad Street 11 Jacksonville, Florida 32202 12 and via videoconference 13 14 Taken by Carol DeBee Martin, court reporter. 15 16 17 18 Carol DeBee Martin 19 Jacksonville Court Reporting, Inc. 20 1620 Bartram Road, Apt. 6111 21 Jacksonville, Florida 32207 22 (904) 465-0787 (cell) 23 debeemartin@aol.com 24 25	1 PROCEEDINGS 2 January 27, 2025 2:01 p.m. 3 CHAIRMAN ROGERS: Well, good afternoon, 4 everyone. The time now is 2:01, and I am going to 5 call our January the 27th meeting to order at this 6 time. 7 At this time, I am going to ask for a motion 8 to allow our Chair, Commissioner Horovitz, 9 and Commissioner Shirley to join us via 10 telecommunication. 11 So, at this time, if I could get a motion to 12 allow them to join us ... 13 COMMISSIONER WEATHERBY: So moved. 14 CHAIRMAN ROGERS: It has been properly moved. 15 Can I get a second? 16 COMMISSIONER BROCK: Second. 17 CHAIRMAN ROGERS: It has been properly moved 18 and seconded. 19 Are there any discussions? 20 (no response) 21 CHAIRMAN ROGERS: All in favor say, "Aye." 22 COMMISSIONER BROCK: Aye. 23 COMMISSIONER WEATHERBY: Aye. 24 COMMISSIONER REYES: Aye. 25 COMMISSIONER ROGERS: Aye.
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1 APPEARANCES: 2 CHAIRMAN HANK ROGERS, (Co-chair) 3 COMMISSIONER HARRIET BROCK 4 COMMISSIONER LISA STRANGE WEATHERBY 5 COMMISSIONER ANDREA REYES 6 EVANN MORRIS 7 ANTONIO PEREZ 8 HARRY M. "Reece" WILSON, IV, ESQUIRE (OGC) 9 ADINA TEODORESCU, ESQUIRE, (OGC) 10 ROSLYN MIXON-PHILLIPS, Interim President/CEO 11 MAMIE DAVIS, Interim CFO 12 VICTOR FIGUEROA, COO 13 CORDELIA PARKER 14 DANIEL MITCHELL 15 DIARRA WEATHERS 16 SHAWN BROWN 17 ELAINE SPENCER 18 19 VIA VIDEOCONFERENCE 20 COMMISSIONER HEATHER HOROVITZ (Board Chair) 21 COMMISSIONER CALEENA SHIRLEY 22 CRYSTAL BLACKMER 23 SATONIA HART 24 JOHN FINOTTI 25 CHERON CORBETT WALLER INEEDA JACOBS MARY DeVRIES, ESQUIRE (JALA) CHAD MOORE PATRICIA BALKCOM TONY ERICA THORPE LA'KENYA DORSEY PHYLLIS BROWN SANDRA B. KIM GREEN HARRIS SANDRA BAKER VICTORIA DORIAN WILKES SHEINTARA WILLIAMS	1 CHAIRMAN ROGERS: Any opposed likewise? 2 (no response) 3 CHAIRMAN ROGERS: By your action, you have -- 4 COMMISSIONER HOROVITZ: Thank you. 5 CHAIRMAN ROGERS: -- approved for 6 Commissioner Shirley and Chairwoman Horovitz to 7 join this meeting. 8 Thank you so much. 9 At this time, I am going to open it up to 10 public comments. 11 Is there any public comments in the room, 12 at this time, or online? 13 And I'll take public comments in the room. 14 (no response) 15 CHAIRMAN ROGERS: Seeing and hearing none, 16 at this time, I will see if there is public 17 comments online. 18 Are there any public comments online at this 19 time? 20 MR. PEREZ: No, sir. 21 CHAIRMAN ROGERS: Seeing and hearing no 22 public comments, we are going to close our, 23 "Public Comments," section, at this time. 24 And we will move on to our Chairwoman's 25 Comments. So, at this time, I am going to turn it

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1 over to our Chairwoman, Chairwoman Heather 2 Horovitz, at this time for any comments. 3 Chairwoman, the floor is yours. 4 COMMISSIONER HOROVITZ: Thank you so much. 5 I actually thought maybe that you would do this 6 portion since you're chairing, and thank you 7 for leading this meeting so I could be with my 8 family down in Tampa this afternoon. 9 No comments from me except to say that 10 I'm just really excited to have finalized the 11 contract with our new CEO. 12 We did make an amendment over the weekend, 13 and thank you so much to OGC for just the hours 14 you put in to getting the agreements where they 15 needed to be. 16 So the official start date is -- Adina, 17 Reece, if you're there -- I believe it's 18 April 14th. 19 MR. WILSON: That's correct. It's April 20 14th. 21 COMMISSIONER HOROVITZ: Yes. Excellent. 22 She wanted me to share, again, that she'll be 23 scheduling one-on-one time with everyone when 24 she's here, not the next week, but the week after, 25 so she can start learning the agency and get to	1 seconded, is there any discussion? 2 (no response) 3 CHAIRMAN ROGERS: Hearing and seeing none, 4 at this time, I'm going to ask for your vote. 5 All in favor say, "Aye." 6 COMMISSIONER BROCK: Aye. 7 COMMISSIONER WEATHERBY: Aye. 8 COMMISSIONER REYES: Aye. 9 COMMISSIONER SHIRLEY: Aye. 10 COMMISSIONER HOROVITZ: Aye. 11 CHAIRMAN ROGERS: Any opposed likewise? 12 (no response) 13 CHAIRMAN ROGERS: By your action, you have 14 approved the minutes from January the 10th, 15 December the 13th and December the 30th at this 16 time. Thank you so much. 17 At this time, I am going to turn it over to 18 our CFO, Ms. Mamie Davis, for the Agency Financial 19 Overview at this time. 20 Ms. Davis. 21 MS. DAVIS: Okay. Thank you very much. 22 Good afternoon. The state of the finances of 23 the Jacksonville Housing Authority is currently 24 very good. The authority has sufficient funds to 25 continue its high-performing operations with
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1 know us all better. 2 And, again, thank you to Commissioner Reyes 3 for leading that search. The whole process 4 has just been an incredible team effort. 5 To the whole board, I'm just so grateful to be on 6 the same team as you-all. 7 And, to the staff, for all that you do to 8 keep us moving forward, you're all amazing, 9 and I appreciate you-all. 10 That's it. 11 CHAIRMAN ROGERS: Thank you so much, 12 Chairwoman Horovitz, for those comments. 13 At this time, we will move to the 14 Approval of the Minutes. We have three to approve 15 at this meeting, the January 10th Special Meeting 16 the December 13th and the December 30th board 17 meeting at this time. I am going to ask for a 18 motion to approve all three in that order at this 19 time. 20 Could I get a motion? 21 COMMISSIONER WEATHERBY: So moved. 22 CHAIRMAN ROGERS: That is properly moved. 23 Can I get a second? 24 COMMISSIONER REYES: I second. 25 CHAIRMAN ROGERS: As properly moved and	1 providing safe housing to low and moderate-income 2 clients, and the state continues to be good as we 3 work through a few operational deficiencies. 4 In your packet is information from 5 Fiscal Year 2025 assuring you revenues and 6 expenditures for December of 2024 and the first 7 quarter of Fiscal Year 2025, which is October 8 through December of 2024. It has revenues and 9 expenses and net position for those years. 10 That's Page 1. 11 And the following pages break out in 12 greater detail what those revenues and expenses 13 are for our central office, housing choice 14 vouchers, public housing, Brentwood Lakes and 15 affordable housing. 16 And I had a question at the Finance Committee 17 Meeting about the FSS, whether or not those were 18 funds -- Commissioner Brock, I believe you wanted 19 to know whether those were funds that went to 20 tenants. And some of those did. They went to 21 tenants for programs that they are in, 22 and some went to vendors in support of tenants. 23 So they were. 24 And, of course, Ms. Parker does the wonderful 25 jobs with those grants, and those are the funds

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1 that were distributed for the first quarter. 2 COMMISSIONER BROCK: Thank you. 3 MS. DAVIS: You're welcome. 4 And, in addition, I gave you some information 5 concerning Fiscal Year 2024. That ended 6 September 30 for us. And just some preliminary 7 numbers, unaudited numbers for Fiscal Year 2024 8 -- the revenues were up from audited numbers of 9 \$108,122,768. In the Fiscal Year 2023 to 10 unaudited numbers of \$134,911,693. 11 In Fiscal Year 2024, the expenses also 12 increased, and both resulted in a net operating 13 loss, but not really a loss. 14 The expenses exceeded the revenues, 15 but we have additional income from the grants that 16 are not included in this amount. 17 The net current assets of the organization 18 went from \$63,574,319 in Fiscal Year 2023 to 19 \$62,580,263 in Fiscal Year 2024. 20 Total assets increased from \$196,006,812 to 21 \$264,817,285. The debt increased, and the net 22 assets also increased. Our net assets increased 23 from \$115,412,614 to \$139,349,938. 24 As indicated, the 2023 numbers are audited, 25 and the 2024 numbers are unaudited. I just wanted	1 This process is taking a little longer than we 2 expected, but, hopefully, before the next board 3 meeting, we will have those positions filled. 4 We are making progress with payables, 5 but there is still much to do. We have 6 three dedicated staff to that now. 7 Before, we essentially had two folks. So we have 8 three. 9 And there are challenges, and we are 10 continuing to work through those. And we are 11 planning a Vendors Meeting. So, hopefully, 12 we can resolve a lot of these matters with the 13 vendors and at least give them a forum in which to 14 tell us how we can better serve them. 15 We have ongoing meetings with Yardi. 16 We're getting ready to implement a system that 17 will improve payables. It will be a paperless 18 system. 19 And we have ongoing meetings with TD Bank. 20 We thought it would be pretty easy to implement 21 some automated processes with our bank, and that 22 potential exists. But, for some reason, we have 23 such good security here until our firewalls is 24 keeping out most of the stuff that needs to 25 happen.
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1 to give you just a quick look of operations 2 through Fiscal Year 2024 based on 2023. 3 Currently, we are undergoing a number of 4 reviews, and one is that Fiscal Year 2024 Audit. 5 That audit is being conducted by Berman Hopkins, 6 CPAs. 7 We have prepared and sent this organization, 8 through their link or portal, a number of 9 statements and schedules that they need in order 10 to audit us, and we're continuing to send them 11 information. 12 We sent information to HUD regarding 13 Fiscal Year 2024 Operations, and we are providing 14 additional information to them on that. 15 We do separate audits of the RADs, 16 and we have three RADs. And they have separate 17 audits, and those audits are being conducted by 18 CohnReznick. 19 Also, we are continuing to spend time in the 20 EPIC and eLOCCS systems, the HUD systems, 21 ongoing capital funding budget, approvals, 22 obligations, expenditures, et cetera, 23 for Capital Fund Years 2023 and 2024. 24 Staffing -- we are in the process of filling 25 the comptroller and Deputy CFO positions.	1 But we have staff that are working daily, 2 and, once this gets fully implemented, it should 3 save a lot of manpower in reconciling our books 4 and records. 5 And last week we made a presentation to 6 City Council Finance Committee on the state of the 7 Jacksonville Housing Authority, and, again, 8 the state is very good. 9 Thank you. 10 CHAIRMAN ROGERS: Commissioners, you have 11 heard the Agency Financial Overview. 12 At this time, are there any questions? 13 Commissioner Brock. 14 COMMISSIONER BROCK: Mr. Chair, I would like 15 to -- I don't know if this is the time to submit 16 this here or bring it up -- only because I heard 17 Ms. Davis say that they are in the process of 18 hiring for the finance. 19 This is minutes from our meeting that I made 20 copies for the entire board so that we could 21 review, because there were no top positions 22 supposed to have been hired until our permanent 23 CEO came on board. 24 This was what we voted on, and that was in 25 the August 12th, 2024 meeting. And I have it

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1 highlighted, if you would like for me to circle it 2 to all of the commissioners -- this information. 3 CHAIRMAN ROGERS: At this time, we will have 4 that circulated to all of the commissioners at 5 this time for review. 6 COMMISSIONER HOROVITZ: If I may -- 7 COMMISSIONER REYES: For those online? 8 CHAIRMAN ROGERS: For those online, 9 Chairwoman Horovitz -- 10 COMMISSIONER HOROVITZ: -- yes. 11 Is it all right if I make a comment? 12 I'm sorry. I can't find the raise my hand 13 emoji. 14 CHAIRMAN ROGERS: The floor is yours. 15 COMMISSIONER HOROVITZ: Thank you. 16 Through the Chair, Commissioner Brock, 17 I do recall that conversation, and you may 18 remember. We did talk about that in a number 19 of different meetings, and I believe where we 20 ended -- I'm sure where we ended was we decided 21 that we were going to bring in somebody that we 22 trusted to lead the agency. 23 And we put that faith in Ms. Phillips, 24 and then we decided that we would not handcuff her 25 in any way. And, if she was able to identify	1 be any of the chief roles. 2 So the comptroller, if I'm understanding, 3 is not part of a chief role, is it? 4 COMMISSIONER WEATHERBY: (shook head 5 negatively) 6 COMMISSIONER REYES: And I guess that's a 7 -- 8 COMMISSIONER WEATHERBY: No, it is not. 9 COMMISSIONER REYES: -- correct. So it's not 10 an executive chief position. 11 Because I think I remember having that 12 same question, as well, but we said, given the 13 state of finances and the position that we were 14 in, we needed to bring somebody in. 15 So, again, I was not in this one I don't 16 believe, but this is a conversation that I 17 recall having. 18 COMMISSIONER WEATHERBY: I recall it, too, 19 and the Deputy CFO is also not a senior leadership 20 position -- C Suite I mean. Yes. 21 CHAIRMAN ROGERS: Thank you, Commissioner 22 Weatherby. 23 Commissioner Brock. 24 COMMISSIONER BROCK: Thank you, Mr. Chair. 25 No. I thought I heard Ms. Davis said that
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1 people who were going to be strong leaders 2 for the organization, that we were empowering her 3 to do that. 4 I would have to really dig into minutes to 5 show all of the conversations, but we did end up 6 talking about that a lot. We asked that she give 7 us the courtesy, if she was going to fire -- 8 I think it might have been Vanessa, who we asked 9 to please share with us if there were any senior 10 people that were going to be let go. But I do 11 remember that we agreed to allow Ms. Phillips to 12 make permanent roles. 13 CHAIRMAN ROGERS: Thank you, Chairwoman 14 Horovitz. 15 Commissioner Brock, did you have -- 16 COMMISSIONER BROCK: (shook head negatively) 17 CHAIRMAN ROGERS: Commissioner Reyes. 18 COMMISSIONER REYES: So I was not in this 19 board meeting, but I was in another meeting where 20 we had I think the initial conversation. 21 And I think that's what we are alluding to, 22 but, if you look on Page 12 -- I think it's the 23 last section that you highlighted, Commissioner 24 Brock, the Chairwoman says that we would not limit 25 any permanent senior leaders, and that that would	1 they were in the process of hiring a CFO, 2 and so that's why I asked to circle those minutes, 3 not -- not about the deputy. I thought that's 4 what she said just now. 5 MS. DAVIS: And I may have. If so, 6 that was a mistake. I will somehow always 7 refer to, "CFO," when I mean, "Deputy CFO." 8 But I meant, "comptroller," and, "Deputy CFO." 9 CHAIRMAN ROGERS: Correct. And, based on the 10 record and based on what we stated, also, in our 11 finance meeting -- 12 COMMISSIONER REYES: It's on here. Yes. 13 CHAIRMAN ROGERS: -- it is deputy. So, yes. 14 So that's just for clarification. 15 COMMISSIONER REYES: Ms. Davis, you can't 16 leave us yet. 17 Okay? 18 (People laughed.) 19 CHAIRMAN ROGERS: Are there any other 20 questions before I ... 21 Commissioner Reyes. 22 COMMISSIONER REYES: Commissioner Weatherby, 23 do you have any first? 24 COMMISSIONER WEATHERBY: No. 25 COMMISSIONER REYES: Okay. I just have a

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1 couple of clarifications. I know we just met on 2 Friday. So, just to verify, the Federal HUD Audit 3 the finance manager reviewed -- that's the one 4 that's mid-March, correct? 5 MS. DAVIS: Yes. 6 COMMISSIONER REYES: Okay. And then, 7 for my purposes and my understanding, 8 I do apologize. This is a very basic question. 9 But we have, "independent," versus -- 10 is, "independent," we are doing an independent 11 audit for ourselves for our purposes internally 12 or, "independent --" 13 MS. DAVIS: Independent -- 14 COMMISSIONER REYES: -- versus, "federal"? 15 MS. DAVIS: -- meaning it's an independent 16 firm that comes. So it's not internal at all. 17 It's by an independent CPA firm, and only 18 independent CPA firms can do financial audits -- 19 COMMISSIONER REYES: Okay. 20 MS. DAVIS: -- and issue opinions. 21 MS. MIXON-PHILLIPS: It is a requirement of 22 Federal HUD that we have annually audited 23 financial statements. 24 COMMISSIONER REYES: We have independent and 25 direct audits with HUD.	1 happening in the future? 2 Is that something that would be good? 3 MS. DAVIS: I think it would be good. 4 COMMISSIONER REYES: Okay. 5 CHAIRMAN ROGERS: Thank you. 6 Commissioner Reyes, Commissioner Horovitz had 7 a question online. 8 COMMISSIONER HOROVITZ: Thank you so much. 9 Just through the Chair, I wanted to make the 10 point to remind the board that we had produced a 11 management opinion I believe it was -- and correct 12 me on the terminology to the staff in the room -- 13 that we would be hiring these key finance roles as 14 a response to their recommendations. 15 And so we have the -- it needs to be a 16 priority to hire these roles. So like hiring a 17 Deputy CFO can't wait until we have our permanent 18 CEO in place. 19 These are things that we told HUD that we 20 would be doing, and that's why we're actively 21 recruiting. And I know that HR and finance are 22 making it a priority to fill those roles. 23 CHAIRMAN ROGERS: Thank you. 24 Commissioner Brock. 25 COMMISSIONER BROCK: I just want to ask a
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1 MS. MIXON-PHILLIPS: No. The independent 2 audit is to be submitted to HUD. We do it. 3 Obviously, it's an internal management thing, 4 but it is a requirement for HUD that we submit to 5 them our -- 6 COMMISSIONER REYES: Got it. Okay. 7 Thank you. Thank you for that clarification. 8 So, obviously, we met with HR and finance 9 on Friday, as well. Our HR Department is well 10 into figuring out how to expedite the hiring of 11 the comptroller and the CFO (sic). 12 MS. MIXON-PHILLIPS: We have had those 13 conversations, and it's moving forward. 14 COMMISSIONER REYES: Very good. Thank you. 15 And my final question is, regarding the 16 Vendors Meeting, I feel like the board was really 17 receptive to that, and I think that's a really 18 good idea, given, you know, a little bit of the 19 mess that we've had with our vendors. 20 Would it be a good idea or is it 21 recommendable to have somebody from the board 22 present just to kind of show, you know, 23 like our efforts to rectify this and to let the 24 vendors know that we are interested in, 25 you know, making sure that this doesn't keep	1 question to what Commissioner Reyes just asked the 2 question about one of the commissioners being 3 present at the Vendors Meeting. 4 Is that not getting into daily operation for 5 one of our commissioners to be at the Vendors 6 Meeting? 7 And I'm asking a question. 8 CHAIRMAN ROGERS: It would be my 9 recommendation or my position -- and Chairwoman 10 Horovitz, of course, will make that decision -- 11 but it would be my position that it is not getting 12 into the daily operations by showing the support 13 of the board support being that there has been 14 some issues with our vendors so that they know 15 from the board level we're engaged in what's 16 happening. It wouldn't be my position that we're 17 getting into the daily operations of the agency. 18 That would be my take on that, but I'll yield 19 to the Chair. 20 COMMISSIONER HOROVITZ: Yes. 21 And, through the Chair to that point, 22 I think that that's a great way to look at it. 23 Wherever the board can strengthen the operations 24 and we're being invited to do that, I think that 25 it's a great way for us to show up for our

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1 leadership. 2 There certainly can be a gray area, 3 but, if there would be benefit and the staff is 4 telling us that there would be, I think that 5 that's a great way for us to support. 6 CHAIRMAN ROGERS: Commissioner Reyes. 7 COMMISSIONER REYES: And, just to echo 8 Commissioner Horovitz, my suggestion or my inquiry 9 into this is based on the fact of where we are at 10 more than anything. 11 You know, if we were in a much better 12 position and we were a little more organized and 13 stabilized, I don't think that would be necessary. 14 But my recommendation or my ask is based on where 15 we're currently at. 16 So I don't think we're going to have to 17 continue that in the future if everything goes 18 well -- I'm sorry -- "... once everything is 19 well." 20 (People laughed.) 21 CHAIRMAN ROGERS: Are there any further 22 questions as it relates to ... 23 Commissioner Weatherby. 24 COMMISSIONER WEATHERBY: Not really a 25 question. I just agree that, given our current	1 of my fellow commissioners got their questions out 2 before I asked a couple of questions. 3 I do want to focus my attention, if I can, 4 to Brentwood Lakes for one moment and really 5 dealing with -- and I recognize and do understand 6 that we have some issues happening with our 7 vendors. 8 However, it was -- and I was not aware of 9 this, but do want to make sure that it is brought 10 to this board to make sure that we're looking at 11 it. 12 And that's the W.W. Gay contract. I did not 13 know that that contract or that vendor was not 14 servicing the Faith Building. So, if we can get 15 some clarification on that ... 16 On Friday, it was brought to my attention -- 17 and I went over there. After having had the 18 meeting there with Resident Relations, I did do 19 a tour over there. And their AC was completely 20 shot and that they can't get the vendor out there, 21 because that contract is closed. 22 So, can we get an update on what's happening 23 with that particular vendor? 24 And, is there another vendor who can service 25 that building?
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1 circumstances, as much as they have improved and 2 are improving, nevertheless the vendor issue is 3 still a big thing as we heard at the last 4 meeting. So I would support that. 5 CHAIRMAN ROGERS: Thank you so much. 6 Commissioner Brock, comments? 7 COMMISSIONER BROCK: Yes. 8 Thank you, Mr. Chair. And, like I said, 9 I was just simply asking a question, because so 10 many a times, when I say something, it says that 11 I'm getting into daily operation. 12 And I just was curious, even Friday when it 13 came up in the meeting, about the deputy position 14 when the different questions was asked from the 15 commissioners to Ms. Julie about the process and 16 how quickly the process can take place. 17 I just wanted to know, because I would have 18 liked to ask those questions, too. But I didn't 19 think I could, because I thought that was a part 20 of daily operation. 21 So that was the only reason I asked that 22 question. Thank you. 23 CHAIRMAN ROGERS: Point well taken. 24 Are there any other discussions? 25 I do have a couple. I was waiting until all	1 Because it was cold. The residents were 2 complaining, and I was shocked. 3 MS. DAVIS: Okay. And I don't know who to 4 refer this question to, procurement or to Daniel. 5 Procurement is coming up. 6 MR. WEATHERS: Good afternoon, everyone. 7 So I will defer to Mr. Mitchell with the 8 particulars about what is actually going on in 9 terms of the status of the HVAC units. 10 But what I can tell you is that, number one, 11 as with all of our vendors with JHA, we procure 12 our goods and services via either a contract or a 13 purchase order. 14 So, just because there is a contract that has 15 been closed or expired or terminated, it does not 16 prevent JHA from doing business with that vendor. 17 We can always issue a purchase order. 18 So, in this case, it sounds like the 19 vendor is unable to do business with JHA because 20 of a contractual agreement. 21 They opted and voluntarily made the choice -- 22 COURT REPORTER: Can you talk louder? 23 I'm sorry. 24 MR. WEATHERS: -- sure -- for whatever reason 25 -- that they did not want to actually come out and

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1 perform the work. 2 However, our job, in procurement, is to make 3 sure that we always protect the agency, 4 and we allow our unit properties flexibility. 5 So we have a pool of several vendors that we 6 can always choose from to be able to go out and 7 to assist any of our properties or property 8 managers if there are problems with HVAC. 9 And I can assure you we have a minimum of 10 four to five vendors that we have come and perform 11 that work. All we need to do is issue a 12 Scope of Work and find out what the nature of the 13 problem is and taking a quote from those vendors. 14 CHAIRMAN ROGERS: Thank you so much for that. 15 And, would that be the same -- 16 and, unfortunately, I had to witness this -- 17 for the rodent issue over there in those 18 buildings, as well, with the exterminator contract 19 or vendor? 20 MR. WEATHERS: I'm sorry. The -- 21 MS. MIXON-PHILLIPS: Extermination. 22 MR. WEATHERS: Extermination. 23 CHAIRMAN ROGERS: Correct. 24 MR. WEATHERS: We do have an exterminator 25 that we just issued a new contract -- actually,	1 The heat has got -- those two sites 2 have been having problems about the heat and the 3 air. 4 MR. WEATHERS: Again, I don't have specific 5 knowledge for each property in terms of HVAC 6 issues, but, again, I will reiterate the 7 opportunity to have a vendor come out and service 8 any inoperable HVAC unit or have it replaced 9 is available to every unit manager. 10 No unit manager at JHA is handcuffed by a 11 specific vendor. We have deliberately set in 12 place a number of safeguards, via multiple 13 vendors, to have someone come out and do whatever 14 is necessary to make sure our residents are 15 appropriately taken care of. 16 CHAIRMAN ROGERS: Thank you so much for that, 17 and I look forward -- I hope my fellow 18 commissioners feel the same way -- for an update 19 on these specific issues being that they have 20 bubbled up to the top, especially as it relates to 21 what we're hearing with the vendors. 22 So we look forward to this Vendors Meeting 23 and understanding more with that. So thank you so 24 much for that. 25 Are there any further questions as it relates
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1 two, that we're piggybacking off of the state. 2 Rentokil, also known as, "Terminix," 3 as they are a subsidiary of Rentokil. 4 So we do have a vendor in place. They actually 5 have an online portal where any unit manager can 6 go in and book and schedule appointments or 7 ancillary services as needed. 8 In addition, we went through an extensive 9 and kind of rigorous process about a 10 month-and-a-half ago where we actually brought in 11 Terminix, had them introduced to our unit 12 managers, gave them a contact list with redundant 13 personnel at each property to contact in case 14 there was any question or any need to have pest 15 control services done. 16 They are available, and they have already 17 proven that they're ready and able to do the 18 work. So it's a matter of just simply contacting 19 the vendor to have them come out there and perform 20 the services. 21 CHAIRMAN ROGERS: Commissioner Brock. 22 COMMISSIONER BROCK: Mr. Chair, to piggyback 23 off of what you said, I would like to also find 24 out if the same has been done for Centennial 25 Towers and Hogan Creek.	1 to the Agency Financial Overview at this time? 2 (no response) 3 CHAIRMAN ROGERS: Seeing and hearing -- 4 thank you so much, Ms. Davis, for that report -- 5 none, we will now move into, "New Business." 6 We'll do our, "Presentation of Operations 7 Resolutions," at this time. 8 Resolution 2025-JHA-01, I-Tech Temporary 9 Staffing. 10 Ms. Phillips, will you be presenting that 11 resolution at this time? 12 MS. MIXON-PHILLIPS: I will supported 13 by Mr. Weathers, if need be. 14 I-Tech Resources Temporary Staffing 15 Interlocal Agreement is Resolution 2025-JHA-01, 16 and this is to provide temporary staffing 17 agencywide, as needed. 18 It represents a 2-percent increase in the 19 staffing service pricing, and the amount of this 20 contract is \$321,300. 21 CHAIRMAN ROGERS: Can I get a motion to 22 entertain Resolution 2025-JHA-01, I-Tech Resources 23 Temporary Staffing Interlocal Agreement at this 24 time? 25 COMMISSIONER WEATHERBY: So moved.

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1 CHAIRMAN ROGERS: It has been properly moved. 2 Can I get a second? 3 COMMISSIONER BROCK: Second. 4 CHAIRMAN ROGERS: It has been properly moved 5 and seconded. 6 Are there any discussions? 7 (no response) 8 CHAIRMAN ROGERS: Are there any discussions 9 as it relates to this contract? 10 (no response) 11 CHAIRMAN ROGERS: All in favor of approving 12 Resolution 2025-JHA-01, I-Tech Resources, 13 say, "Aye." 14 COMMISSIONER BROCK: Aye. 15 COMMISSIONER WEATHERBY: Aye. 16 COMMISSIONER REYES: Aye. 17 COMMISSIONER COMMISSIONER SHIRLEY: Aye. 18 COMMISSIONER HOROVITZ: Aye. 19 CHAIRMAN ROGERS: Any opposed likewise? 20 (no response) 21 CHAIRMAN ROGERS: By your action, 22 you have approved Resolution No. 1. 23 Thank you so much. 24 We are now on Resolution 2025-JHA-02, 25 TLC Lawn Services C23-01 Contract Renewal.	1 all of the corrections since this did come up 2 on Friday. 3 I did have some questions. I did review 4 this, and I am fine with this, as well. 5 All in favor, signify by saying, "Aye." 6 COMMISSIONER BROCK: Aye. 7 COMMISSIONER WEATHERBY: Aye. 8 COMMISSIONER REYES: Aye. 9 COMMISSIONER HOROVITZ: Aye. 10 COMMISSIONER SHIRLEY: Aye. 11 CHAIRMAN ROGERS: Any opposed likewise? 12 (no response) 13 CHAIRMAN ROGERS: By your action, you have 14 approved Resolution No. 2025-JHA-02. Thank you so 15 much. 16 We are now on Resolution 2025-JHA-03. 17 Ms. Phillips, will you be presenting that 18 one? 19 MS. MIXON-PHILLIPS: Jenkins Roofing is the 20 selected contractor for The Oaks at Durkeeville 21 roof replacement. This contract is in the amount 22 of \$317,952, and we request approval by the board 23 of this roofing contract as a part of our 24 Capital Improvement Plan. 25 CHAIRMAN ROGERS: Fellow commissioners,
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1 Ms. Phillips, will you be presenting this one? 2 MS. MIXON-PHILLIPS: Yes, sir. 3 TLC Lawn Care is our lawn care services, 4 and we do have more than one. But this is for TLC 5 in particular, and they are looking for a contract 6 renewal that is in the amount of \$350,000. 7 You may recall that this is the one that was 8 discussed at the Finance Committee Meeting, 9 where it is a reduction from the previous 10 year for this contract. It went from 383,000 11 I believe down to \$350,000. 12 CHAIRMAN ROGERS: Commissioners, you have 13 heard the resolution there before you. 14 Can I get a motion to entertain this 15 resolution at this time? 16 That is Resolution 2025-JHA-02, TLC Lawn 17 Services C23-01 Contract Renewal. 18 COMMISSIONER REYES: I move. 19 COMMISSIONER WEATHERBY: I second. 20 CHAIRMAN ROGERS: It has been properly moved 21 and seconded. 22 Are there any discussions? 23 (no response) 24 CHAIRMAN ROGERS: Seeing or hearing none, 25 let me thank Ms. Phillips and her team for making	1 you have heard the resolution, and that is 2 Resolution 2025-JHA-03, Jenkins Roofing 3 Solicitation CN006-25 Contract Award. 4 At this time, can I get a motion to entertain 5 this resolution at this time? 6 COMMISSIONER WEATHERBY: So moved. 7 CHAIRMAN ROGERS: It has been properly moved. 8 Can I get a second? 9 COMMISSIONER REYES: I second. 10 CHAIRMAN ROGERS: Is there any discussion on 11 Resolution No. 3? 12 (no response) 13 CHAIRMAN ROGERS: Is there any online? 14 (no response) 15 CHAIRMAN ROGERS: Can I get a motion to 16 approve? 17 All in favor say, "Aye." 18 COMMISSIONER BROCK: Aye. 19 COMMISSIONER WEATHERBY: Aye. 20 COMMISSIONER REYES: Aye. 21 COMMISSIONER SHIRLEY: Aye. 22 COMMISSIONER HOROVITZ: Aye. 23 CHAIRMAN ROGERS: Any opposed likewise? 24 (no response) 25 CHAIRMAN ROGERS: By your action, you have

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1 approved Resolution 2025-JHA-03. Thank you so 2 much. 3 We are now on Resolution -- and y'all are 4 moving fast on these. I love it. 5 We are now on Resolution No. 4, 6 and that is 2025-JHA-04, Rogers Roofing 7 Solicitation CN007-25 Contract Award. 8 Ms. Phillips, will you be presenting that 9 one? 10 MS. MIXON-PHILLIPS: Yes, sir. 11 JHA-2025-04 is a roofing contract for 12 Victory Pointe. The contractor is Rogers Roofing, 13 and the amount of this particular contract 14 proposal is \$301,467. 15 CHAIRMAN ROGERS: Commissioners, you have 16 heard the summary of the resolution. 17 Can I get a motion to entertain 18 Resolution 2025-JHA-04 at this time? 19 COMMISSIONER BROCK: I make a motion. 20 CHAIRMAN ROGERS: It has been properly moved. 21 Can I get a second? 22 COMMISSIONER REYES: Second. 23 CHAIRMAN ROGERS: It has been properly moved 24 and seconded. 25 Are there any further discussions?	1 of the day, and that is Resolution 2025-JHA-05. 2 Ms. Phillips, will you be presenting this one? 3 MS. MIXON-PHILLIPS: I will. 4 This Resolution -JHA-05 is with Devore 5 Capital to provide new roofing at Riviera 6 Apartments. The total amount of this particular 7 contract award request is \$323,248. 8 CHAIRMAN ROGERS: Commissioners, you have 9 heard the summary of Resolution 2025-JHA-05. 10 Let me get a motion to entertain this 11 resolution at this time. 12 COMMISSIONER WEATHERBY: So moved. 13 CHAIRMAN ROGERS: It has been properly moved. 14 Can I get a second? 15 COMMISSIONER REYES: I second. 16 CHAIRMAN ROGERS: It has been properly moved 17 and seconded. 18 Are there any discussions on Resolution No. 5? 19 (no response) 20 CHAIRMAN ROGERS: Seeing and hearing none, 21 all in favor of approving Resolution 2025-JHA-05, 22 signify by saying, "Aye." 23 COMMISSIONER BROCK: Aye. 24 COMMISSIONER WEATHERBY: Aye. 25 COMMISSIONER REYES: Aye.
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1 (no response) 2 CHAIRMAN ROGERS: I will say, before we move 3 the motion to a final vote, this did come up in 4 our finance meeting. I did have questions on 5 that. 6 Commissioners, those who were here, if you 7 recall, last February, this is the company that 8 actually was at Victory Pointe doing that work, 9 as well. 10 So, to me, that's a continuation of what 11 they're already doing over there. I see no issues 12 with this particular contract at this time. 13 All in favor of approving this resolution, 14 signify by saying, "Aye." 15 COMMISSIONER BROCK: Aye. 16 COMMISSIONER WEATHERBY: Aye. 17 COMMISSIONER REYES: Aye. 18 COMMISSIONER SHIRLEY: Aye. 19 COMMISSIONER HOROVITZ: Aye. 20 CHAIRMAN ROGERS: Any opposed likewise? 21 (no response) 22 CHAIRMAN ROGERS: By your action, you have 23 approved Resolution 2025-JHA-04. Thank you so 24 much. 25 We are now on our last and final resolution	1 COMMISSIONER ROGERS: Aye. 2 CHAIRMAN ROGERS: Any opposed? 3 (no response) 4 CHAIRMAN ROGERS: Commissioners online? 5 COMMISSIONER SHIRLEY: Aye. I was in 6 approval. 7 CHAIRMAN ROGERS: By your action, you have 8 approved Resolution 2025-JHA-05 at this time. 9 Thank you-all so much for that. 10 We are now on, "Committee Reports." 11 I will now turn the floor to Commissioner 12 Weatherby to give us our Finance Committee report 13 at this time. 14 Commissioner Weatherby. 15 COMMISSIONER WEATHERBY: Thank you. 16 I don't really have anything to add, since we just 17 had finance on Friday and rather extensive finance 18 comments already. 19 So, "The dog ate my homework." 20 (People laughed.) 21 CHAIRMAN ROGERS: Perfect. Thank you so 22 much, Commissioner Weatherby. 23 I will now turn it over to Commissioner Reyes 24 for the Human Resources Committee report at this 25 time.

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Page 37 1 COMMISSIONER REYES: Very much like 2 Commissioner Weatherby. We met Friday. 3 So I'm pretty sure lots of things are fresh in our 4 minds. 5 I did want to be on the record and say that 6 the board discovered some inconsistency with the 7 processing of our culture part of our compensation 8 and culture study. And so the board has looked 9 into it, and Ms. Phillips has looked into it to 10 get us back on track with that. 11 Our working list that the HR Committee has 12 been accumulating since I became Chair back in 13 February has now been divided, separated and 14 delegated to the appropriate committees making our 15 worklist a little bit shorter -- thank goodness -- 16 but a lot more organized, more structured. 17 And the committee also has outlined 18 a, "scheduling calendar," if you will, 19 for our CEO Goals and Merits Evaluation that 20 we'll be presenting to the board in the upcoming 21 months. That's it. Thank you. 22 CHAIRMAN ROGERS: Thank you so much, 23 Commissioner Reyes, for that report. 24 At this time, I will turn it over to 25 Commissioner Brock for the committee report	Page 39 1 and celebrate one of our property managers, 2 who was the host for Resident Relations, Ms. Kim. 3 And we definitely appreciate her staff and what 4 they provided for us to make the accommodations 5 for us for that meeting. 6 And that's the report from Resident 7 Relations. 8 CHAIRMAN ROGERS: Thank you so much, 9 Commissioner Brock, for that detailed report. 10 At this time, I will turn it over to 11 Commissioner Shirley for the Governance Committee 12 report at this time. 13 COMMISSIONER SHIRLEY: Good afternoon, 14 everyone. 15 Can everyone hear me okay? 16 COMMISSIONER BROCK: Yes. 17 COMMISSIONER SHIRLEY: Okay. Wonderful. 18 We did conduct our first Governance Committee 19 Meeting that's been held since -- by the record, 20 it looks like 2022. 21 We did bring forth those last set of meeting 22 minutes, which will be given out to everyone to 23 review before our next governance meeting so we 24 can adopt those meeting minutes and get back in 25 our cadence of having the meeting.
Page 38 1 on Resident Relations. 2 COMMISSIONER BROCK: Our committee report for 3 Resident Relations was on January the 17th, 2025, 4 at ten o'clock, and we did go over some of the 5 resolutions that were approved here today about 6 some of the roofing for some of our sites. 7 And then we had a couple of other issues that 8 we had that came up in our committee meeting that 9 we're going to -- that we are looking into. 10 Also, our Resident Relations Resident Meeting 11 was on January the 17th at 12:00 noon, 2025. 12 We had in attendance -- we had 40 residents 13 attend that meeting. 14 We had three commissioners that attended that 15 meeting, along with our CEO and along with our 16 Director of Resident Services and our 17 Director of Public Housing, Mr. Mitchell and 18 Ms. Parker. 19 We had three concerns from residents that was 20 raised that was put in writing. We passed those 21 on to Mr. Mitchell for him to look into for our 22 residents. 23 And so we had a very great attendance. 24 I would like to point out that, in that meeting, 25 we had a resident to stand up and really salute	Page 40 1 We did also go over our worklist for the 2 committee. In establishing it, we were able to 3 hear from both staff members, senior staff that 4 was in the room as well as gave an opportunity for 5 public comment. 6 And then we did also accept and bring over 7 those items from the HR Committee that were better 8 seated under governance, and they were accepted to 9 come over to our worklist as our priority items to 10 begin on. 11 The one thing that we needed to have 12 conversation or action on was around the 13 scheduling of the meeting. This last meeting was 14 the third Friday, which -- my understanding is it 15 was a switch out for a meeting time that was 16 already supposed to take place. 17 But I believe we switched with Resident 18 Relations. So I just needed to know if we're 19 going to continue to have our meeting on the 20 third Friday at 9:00 a.m., or do we need to select 21 another date and time? 22 CHAIRMAN ROGERS: Ms. Phillips, I see you. 23 MS. MIXON-PHILLIPS: There was previously 24 circulated a draft of meeting times based on our 25 meeting schedule for this month.

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1 Commissioner Brock had pointed out that, 2 typically, the Resident Relations Committee 3 Meeting is on the third -- 4 COMMISSIONER BROCK: Fourth. 5 MS. MIXON-PHILLIPS: -- the fourth Friday 6 immediately preceding the committee meetings or 7 the board meetings, which would be that following 8 Monday, and this month those were switched. 9 So, to get back on the original schedule, 10 all of the other committee meetings would meet on 11 the third Friday I guess it would be, which would 12 be the meeting a week ahead of the scheduled 13 meeting. 14 So I just need direction from the entire 15 commission on which Fridays the committee meetings 16 will be held on, and we will revise that list and 17 get it back out to you so that we can put all of 18 the dates of the meetings on the calendar. 19 So the option is to go back to what it was 20 prior, which would be to have all the committee 21 meetings on that third Friday. 22 And that actually works well, because, 23 if there are questions or issues that arise in the 24 committee meetings or additional information that 25 staff needs to get or meetings that need to be	1 What is every other month? 2 COMMISSIONER BROCK: We had moved Resident 3 Relations to every other month -- our committee 4 meeting as well as our tenant meeting. 5 Because our tenant meeting always follow our 6 committee meeting that day at 12 noon. 7 Also, while I have the floor, Mr. Chair, 8 excuse me for not acknowledging you. 9 I would like to also give thanks to 10 Mr. Weathers, who did a fine job in presenting our 11 Section 3 program in our committee meeting, 12 and so he will come back to our committee meeting 13 with numbers the next time. But I wanted to thank 14 him for his presentation in our committee meeting. 15 So I'm not sure if the board wants us to have 16 Resident Relations Committee Meeting every 17 month or if they want us to do it every other 18 month. We had set it up for every other month. 19 COMMISSIONER REYES: And the reason I ask, 20 Commissioner Brock, is, if I'm not mistaken, 21 I believe the bylaws also call for governance to 22 be every other month. I don't have a copy of the 23 bylaws in front of me, but I just remember this 24 from previous conversation. 25 CHAIRMAN ROGERS: Correct. It wasn't every
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1 held with vendors or whatever might be the 2 question, it gives us a week. 3 If we do the committee meetings for finance, 4 HR and governance on the Friday immediately 5 preceding our commission meeting, there's not 6 really a lot of time to update the information or 7 have meetings or get the additional changes that 8 are required. 9 We can do it, certainly, but we want to make 10 it convenient to the commissioners as to what 11 would be the appropriate time. 12 And then the other question would be, 13 would we have all three meetings on that third 14 Friday, which would be that now we have the 15 Governance Committee, the HR Committee, 16 as well as the Finance Committee? 17 So, is it more convenient to have 9:00, 18 10:00, eleven o'clock on one day or to move 19 that Governance Committee to be on the same day 20 as the Resident Relations? 21 Those are the options. 22 CHAIRMAN ROGERS: Commissioner Reyes. 23 COMMISSIONER REYES: Through the Chair 24 to Commissioner Brock, I remember we were having 25 a conversation.	1 month. 2 COMMISSIONER SHIRLEY: It doesn't say that it 3 has to be every other month. What it says is that 4 it has to have at least one meeting prior to 5 September of each year. 6 So it does not -- actually, I have the bylaws 7 up here, but it doesn't speak to the cadence of 8 meetings, just that we have to meet at least once 9 prior to September of each year. 10 COMMISSIONER REYES: Because then I think 11 that makes -- you know, you'd be able to 12 alternate, if one month it's Resident Relations 13 and the other month governance, and that way 14 we're not having to stack. 15 I mean I would leave that up to your 16 committee to decide if you wanted to do that, 17 or is that a board decision? 18 COMMISSIONER BROCK: Well, I think -- 19 Mr. Chair, I think the question is really 20 Commissioner Shirley trying to do governance. 21 Because she had told us in the committee 22 meeting of governance that she would like to -- 23 until things get I guess panned out -- she would 24 like to do it every month. 25 So I don't know if she wants to do it on the

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1 fourth Friday so that she can come up with the 2 every other month with us when we do Resident 3 Relations or if she wanted to do it the third 4 Friday with finance and HR. 5 And, like our CEO just said, Ms. Phillips 6 just said that that would mean it would be three 7 meetings, you know, back-to-back. 8 COMMISSIONER REYES: Well, I'll just throw 9 this out here. I am for what the board decides. 10 I agree with Commissioner Shirley, because that's 11 where we're at with the HR Committee, too. 12 We're trying to stabilize as quickly as possible. 13 But, for the record, Friday mornings I am 14 usually wide open. So I know everybody kind of 15 has a different schedule, but I'll just put that 16 out there for my schedule. 17 CHAIRMAN ROGERS: Commissioner. 18 COMMISSIONER WEATHERBY: I would defer to the 19 people who are working. I'm pretty much open 20 on Friday mornings. So whatever everybody else 21 decides is fine with me. 22 CHAIRMAN ROGERS: And I have blocked off my 23 Fridays for meetings just for JHA, because it 24 seems like a full-time job every Friday. 25 (People laughed.)	1 additional comments. 2 I had to go back and read this, but, 3 as you-all recall, Ms. Phillips' contract actually 4 ends -- I was not aware of this until I read this 5 today -- February the 14th, 2025. 6 And so we do have to take action to extend, 7 if this is the board's desire and the board's 8 will, her contract. Because, after February the 9 14th, 2025, we won't have a CEO in place if we 10 don't take action at this meeting. So that is, 11 "Old Business." 12 Chairwoman Horovitz, do you have any 13 additional comments at this time? 14 (no response) 15 CHAIRMAN ROGERS: Is she still online? 16 COMMISSIONER HOROVITZ: Yes, I am. 17 Thank you. I can't see the agenda. 18 Is this the part where we're talking about 19 Old Business? 20 I believe we need to talk about renewing the 21 contract for Ms. Phillips. 22 Is that now, or is that later in the agenda? 23 CHAIRMAN ROGERS: That is now, and I did 24 kind of brief them on where we are with that at 25 this current time.
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1 COMMISSIONER REYES: They really do. 2 CHAIRMAN ROGERS: Every Friday. So I'm open 3 on Fridays for meetings. I'm okay. 4 Commissioner Shirley. 5 COMMISSIONER SHIRLEY: Through the Chair, 6 would it be easier if we maybe just took up like a 7 blanket motion that would allow staff to conduct 8 the poll one final time? 9 That would then help us establish the meeting 10 cadence, and then we accept whatever the 11 majority vote is to be able to establish the 12 cadence for the Governance Committee and the other 13 three committees, as well? 14 CHAIRMAN ROGERS: Yes. I don't think we 15 need a motion on that. We'll yield to staff to 16 send something out as it relates to that, 17 Commissioner Shirley. 18 COMMISSIONER SHIRLEY: Thank you. 19 CHAIRMAN ROGERS: All right. Thank you so 20 much for that. 21 All right. We are in, "Old Business." 22 Old business deals with the Interim CEO 23 extension. 24 I'm going to share some comments, 25 and then I will yield to our Chairwoman for any	1 COMMISSIONER HOROVITZ: Excellent. 2 Thank you. 3 Through the Chair, I believe the board has 4 agreed that we will extend the next six months, 5 and that will give the full year commitment from 6 Ms. Phillips. 7 And, again, thank you, Ms. Phillips, 8 for being willing to be with us for that long. 9 I had raised the point that I believe, 10 when we brought Ms. Phillips in, she committed to 11 the 200,000 salary. I think that it was probably 12 lower than what was fair for the amount of work 13 that we're asking her to do. 14 And now, knowing that she'll be here, 15 you know, for the next few months in the CEO role 16 and then continuing to be on in support, 17 I would like to discuss increasing her salary for 18 the remainder of the time that she's here. 19 I don't know if I can like make a motion for 20 that, but I would like to open that for 21 discussion. 22 CHAIRMAN ROGERS: If we can do it in 23 two separate motions, I would be comfortable with 24 that, at this time. 25 So the first motion would be to extend the

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1 Interim CEO's contract for an additional six 2 months. If I can get a motion to ... 3 I guess I can get a motion to do this. 4 I'm looking at Reece. 5 MR. WILSON: Yes. 6 (People laughed.) 7 CHAIRMAN ROGERS: Thank you. 8 Okay. If I can get a motion to approve that. 9 COMMISSIONER BROCK: I make a motion. 10 CHAIRMAN ROGERS: It has been moved. 11 Can I get a second? 12 COMMISSIONER WEATHERBY: Second. 13 CHAIRMAN ROGERS: It has been properly moved 14 and seconded. 15 Are there further discussions on extending 16 the Interim CEO's contract for an additional six 17 months? 18 COMMISSIONER WEATHERBY: I'm not clear why 19 we're breaking that into two parts. 20 COMMISSIONER HOROVITZ: It's how the original 21 contract was written. We did six months with a 22 second extension. It's just how we made the first 23 agreement, and this is why we have to do it this 24 way. 25 COMMISSIONER WEATHERBY: I understand.	1 direction on that. 2 COMMISSIONER HOROVITZ: Thank you. 3 Through the Chair, I'm not sure of the 4 direction. I'll ask OGC to support. It's just my 5 opinion just that she is outperforming what we 6 brought her here to do. She's doing more than 7 we asked her to do. She's doing the role of a 8 CEO, and I just feel that it's appropriate to 9 compensate her more closely to the work that she's 10 doing. 11 I look to the rest of the board to give their 12 opinion on it, but, when our permanency comes in 13 place, we would have asked Roslyn to be the CEO 14 for this agency and do all these things that's 15 she's doing -- incredible things -- at such a 16 discounted rate, it almost feels unfair. 17 I think that we need to make an effort to 18 make it more right and compensate her more fairly 19 for the work that she's doing for the agency. 20 And that's just my opinion. I mean I do feel 21 strongly about it, but I respect everyone's 22 opinion. 23 CHAIRMAN ROGERS: Commissioner Reyes, 24 I see you. 25 COMMISSIONER REYES: So I would also support
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1 In consideration of increasing her 2 compensation, we'll do that in a separate -- 3 COMMISSIONER REYES: Yes. 4 CHAIRMAN ROGERS: We will. 5 All right. All in favor, signify by saying, 6 "Aye." 7 COMMISSIONER BROCK: Aye. 8 COMMISSIONER WEATHERBY: Aye. 9 COMMISSIONER REYES: Aye. 10 COMMISSIONER ROGERS: Aye. 11 COMMISSIONER SHIRLEY: Aye. 12 COMMISSIONER HOROVITZ: Aye. 13 CHAIRMAN ROGERS: Any opposed likewise? 14 (no response) 15 CHAIRMAN ROGERS: By your action, you have 16 approved the Interim CEO's extension for an 17 additional six months. 18 Thank you-all so much for that, 19 and thank you for your willingness to stay on 20 board, Ms. Phillips. 21 All right. We have a motion on the table -- 22 well, we don't have a motion. We have a 23 discussion on table to increase the Interim CEO's 24 salary at this time. 25 Chairwoman Horovitz, if you can, give us	1 a pay increase given the incredible work 2 Ms. Phillips has done. 3 I've had the pleasure and honor of working 4 with her in the HR Committee and in the 5 subcommittee for the CEO search. She has been 6 invaluable. 7 The intellectual capital that she has 8 provided, the historical context of the agency 9 that she's provided has allowed this board to make 10 some very important decisions, and so I would 11 absolutely be in favor of giving her what we can 12 give her. 13 (People laughed.) 14 CHAIRMAN ROGERS: Commissioner Weatherby. 15 COMMISSIONER WEATHERBY: I agree with 16 Commissioner Reyes and Chairwoman Horovitz. 17 CHAIRMAN ROGERS: I'm going to ditto the 18 remarks made by my fellow commissioners. 19 Now it's time to get to a number, 20 and I don't know what that looks like. 21 And I know we will discuss that in transparency, 22 but I don't know what the number will look like. 23 So, fellow commissioners? 24 Commissioner Shirley, I see you. 25 COMMISSIONER SHIRLEY: I definitely ditto all

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1 the comments that's already been said. I think 2 Ms. Phillips has done an amazing job, and we would 3 not have been able to get to this level of 4 progress without her and the team that she's 5 brought in to assist us. 6 But I would think that we would take into 7 consideration the depth of work. The amount of 8 work she's done has gone beyond what we initially 9 intended as part of the six-month contract. 10 And, with that, I would like to make a 11 motion for a percentage increase of 15 percent 12 increase in pay, and that's based on how we looked 13 at it in our last CEO search. 14 There was a baseline of 10-percent annual 15 increase, and I think, just with the work that 16 we're asking her to do through the transition -- 17 it goes beyond what we do in a typical increase. 18 And so my suggestion for an increase 19 would be to increase her pay for the duration of 20 the six-month contract at a rate of 15 percent. 21 CHAIRMAN ROGERS: There is a motion on the 22 table to increase the Interim CEO's contract for 23 an additional 15 percent. 24 Can I get a second? 25 COMMISSIONER WEATHERBY: Second.	1 (no response) 2 CHAIRMAN ROGERS: By your action, you have 3 approved that motion. 4 Thank you-all so much for that. 5 At this time, I will turn it over to our 6 Interim CEO and President, Ms. Roslyn Phillips, 7 for the, "President and CEO's Update," 8 at this time." 9 Ms. Phillips. 10 MS. MIXON-PHILLIPS: Thank you. 11 First, I'd like to say, "Thank you for the 12 confidence that you-all have shown asking me 13 to serve in this role and to thank you for your 14 previous action, as well." 15 JHA has continued to make progress, 16 and that's not just me. That is a result of the 17 actions of our entire staff, and I just want to 18 publicly thank everyone here in front of the board 19 at this meeting, Mr. Victor Figueroa, who came in 20 as our COO, and Ms. Mamie Davis, who came in as 21 our CFO, along with the senior staff -- many of 22 whom are in the room today. 23 Because it takes a whole team to move the 24 agency forward, and we are working together to do 25 that. It is a heavy lift, but many hands make the
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1 COMMISSIONER HOROVITZ: I second. 2 CHAIRMAN ROGERS: It has been properly moved 3 and seconded. 4 Are there any further discussions on the pay 5 increase of 15 percent at this time? 6 Commissioner Weatherby. 7 COMMISSIONER WEATHERBY: Through the Chair, 8 I agree with Commissioner Shirley, in terms of 9 what we've gone through with the compensation 10 study and what we've agreed to pay permanent CEOs, 11 that we really need to do something meaningful to 12 rectify the discount. 13 CHAIRMAN ROGERS: Are there further 14 discussions? 15 (no response) 16 CHAIRMAN ROGERS: Seeing or hearing none, 17 I will ask for your vote. 18 All in favor of increasing the Interim CEO's 19 pay by 15 percent, signify by saying, "Aye." 20 COMMISSIONER BROCK: Aye. 21 COMMISSIONER WEATHERBY: Aye. 22 COMMISSIONER REYES: Aye. 23 COMMISSIONER HOROVITZ: Aye. 24 COMMISSIONER SHIRLEY: Aye. 25 CHAIRMAN ROGERS: Any opposed likewise?	1 work lighter for all. We are here, not only 2 during the day, but on evenings and weekends. 3 I came in, and who was here checking on 4 something, but Danny this past weekend. 5 It's been, as you know, unseasonably cold weather. 6 And we will be following up on your questions 7 about what's going on with heating and air in our 8 units that I'm sure we are aware of and are 9 working on, but this building has experienced 10 that, too, and this staff. 11 And so last week, we did have to make 12 some alternative arrangements. You see, 13 throughout our building, we have this temporary 14 heating in our effort to try and warm this 15 building up and make it comfortable and workable 16 for our employees. 17 But, you know, the work continues to go on, 18 and we want to make sure that you-all know that 19 that was not something that came to us, you know, 20 as a last-minute thing. We've been looking at the 21 heating system in this building for a while. 22 It is a very, very costly situation, 23 and, depending on the future of this building, 24 some decisions have to be made if we want to make 25 that kind of investment.

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1 But, in the meantime, we had to do something 2 to address the issue with the heating, and one day 3 we did have to provide administrative leave a day 4 or a few hours I think for our staff. Because, 5 you know, we couldn't get this building -- 6 I think Mr. Figueroa clocked it at about 7 50 degrees in here. 8 We just couldn't get it above 50 degrees, 9 and, because of the windows in the building and 10 the way it's constructed and all of those things, 11 it's just very hard to heat it. Once it gets 12 cold, it's cold, and so we did address that. 13 But that leads me into another thing that we 14 are reviewing currently and will be working 15 towards updating, and that is the Continuity of 16 Operations Plan. 17 You know, here in Florida, this fall we 18 experienced a number of hurricanes. There are 19 other situations. God forbid there ever be a fire 20 in our headquarters building where we could not 21 come back in here. 22 But the Continuity of Operations or the 23 COOP allows us to have a plan in place to do that. 24 A part of that which we could have activated, 25 if we had had any idea of what we would be facing,	1 certifications and have the opportunities for 2 training to improve their efficiency in their 3 workload and their operation. 4 Yardi continues to be an area that we are 5 working with so that we can get the highest and 6 best use out of this contract. 7 We spend about a half million dollars a year 8 on this contract, and we want to make sure that we 9 are fully utilizing Yardi as a management tool, 10 which is what it should be, to help us manage our 11 operations and what we are doing here. 12 Let's see. I'm not going to belabor this. 13 The three of the items on the agenda resolutions 14 that you approved -- we thank you for that. 15 Part of our CIP, our Capital Improvement 16 Program -- that's another thing that Mr. Figueroa 17 was charged with, when he came on board, 18 was working to ensure that the funds that are made 19 available to us from Federal HUD to improve our 20 properties -- that we are actually expending it 21 and making those things happen. 22 And so those were just three contracts of 23 many more that you will see over the next several 24 months where we're trying to get these contracts 25 out, "on the street," if you will, and get the
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1 is to have the ability to allow headquarters 2 employees to work remotely, meaning that we would 3 have laptops available. 4 So we have a need to replace laptops in our 5 system, but also to buy some additional laptops 6 that we would be able to then allow our employees 7 to do remote work if we ever found ourselves in a 8 situation such as that, again. 9 So those are the kinds of things that we're 10 looking at as we're looking at our COOP, 11 to make sure that we have the ability to address 12 and to serve our clients and our residents even 13 when situations make it difficult to be here in 14 this building. 15 Mr. Figueroa is working very, very closely 16 with me on looking at strategic planning, 17 the cultural improvements -- though, we're doing 18 a cultural study -- we have met many times and 19 discussed things in which we might be able to do 20 to help move that forward in working with 21 Organizational Development. 22 We have ongoing training for our staff 23 members, because we recognize that training 24 was a great need in many areas. And we wanted 25 to make sure that our employees have the	1 improvements made, which could include some of the 2 things that you are asking about as it relates to 3 the heating and cooling of our units and those 4 kinds of things -- elevators and all of those 5 things -- as a part of that Capital Improvement 6 Program. 7 And so we are daily working on that and 8 weekly meeting on that and moving those things 9 forward. We will be meeting -- I don't have a 10 date yet, but we will be meeting soon with our new 11 financial consultant, TAG, to talk about our 12 development projects as we work with Commissioner 13 Shirley on Randolph Place, the former Franklin 14 Arms, and other development projects and potential 15 development projects. 16 We get emails often from individuals that are 17 doing projects looking to partner with us, 18 and so we will be working with TAG to help review 19 the efficacy of some of these proposals and 20 whether or not they are things that the board may 21 want to consider moving forward. 22 We feel really, really good about the 23 operational staff as it relates to the 24 inspections. Though, not perfect at all by any 25 means as it relates to our buildings on the

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1 maintenance of our buildings, but we're doing good 2 with the maintenance of our buildings. 3 Inspections that Federal HUD requires 4 periodically of our complexes -- we continually 5 are scoring at 90 percent or above on our 6 inspections, which would designate us as a 7 high performer in that area. 8 So, though we have ongoing situations that 9 have to be addressed and dealt with, based on the 10 standard established by our funder, which is 11 Federal HUD, we are certainly doing well at this 12 time. 13 Our Jobs Plus Program -- the construction 14 I think is completed. 15 Has the move been completed yet? 16 I know that they've been moving over the last 17 week and have been meeting with the potential -- 18 the residents who will be a part of the new 19 Jobs Plus Program. 20 And, when I toured the facility, it looks 21 really good. So I'm looking forward to some great 22 things coming out of that working with our 23 residents in scattered sites. 24 Our SEMAP certification was submitted in a 25 timely manner, but we've not heard back from	1 and we're working really hard to make sure that 2 folks know the good work that's being done here at 3 the Jacksonville Housing Authority -- and in no 4 small part because of the work of you, 5 our commissioners -- and your support to the work 6 that's being done here. 7 Another thing -- I have had my hand spanked a 8 few times about not having an administrative 9 person in place for the CEO. I would like to 10 introduce you today to Ms. Shawn Brown. 11 She is here with us today. Actually, today is her 12 first day, and she dove right in. 13 The books that you have today Ms. Shawn put 14 together with the help and under the direction of 15 Ineeda. I don't see Ineeda in the room. 16 I certainly want to thank her for stepping in and 17 assisting me over the last several months. 18 And so we're looking very much forward to 19 Shawn being here with us for the duration of my 20 tenure, at least. And she comes to us very 21 skilled, and we are thankful to have her here. 22 So that concludes my report, Mr. Chair. 23 MS. BROWN: Thank you. 24 CHAIRMAN ROGERS: Commissioners, you have 25 heard the President and CEO's Update at this
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1 HUD based on the information that we provided to 2 them. It should make us a high performer for this 3 year, and so we are looking forward to that. 4 I think Ms. Davis mentioned in her report 5 that we met with the City Council Finance 6 Committee last week and shared some information 7 about the agency and the finances of the agency, 8 but we also met with the Neighborhoods Department 9 and shared information. It provided them an 10 update on the overall operations of the agency. 11 And, when I say, "we," I mean myself, 12 Chairwoman Horovitz, as well as Ms. Davis were 13 present there. 14 And I also wanted to share with you we began 15 our meeting with scheduling meetings with all of 16 the district councilmembers to give them an 17 update. 18 We are starting with the leadership of the 19 council and then the district councilmembers 20 who have JHA buildings in their district, 21 but we are intending to meet with all of the 22 councilmembers to provide an update and to 23 continue to strengthen our relationship with 24 councilmembers. 25 And so we're very busy. We're active,	1 time. 2 Are there any questions? 3 Commissioner Weatherby. 4 COMMISSIONER WEATHERBY: Through the Chair, 5 is it possible that we can get a schedule of when 6 these meetings are scheduled with City Council? 7 MS. MIXON-PHILLIPS: Yes. 8 CHAIRMAN ROGERS: Commissioner Brock. 9 COMMISSIONER BROCK: So, Ms. Phillips, 10 thank you so much for your report. 11 So, is Elaine leaving us? 12 MS. MIXON-PHILLIPS: No, not at all. 13 COMMISSIONER BROCK: Oh, okay, okay. 14 Because I thought -- okay, okay. 15 MS. MIXON-PHILLIPS: Ms. Spencer? 16 COMMISSIONER BROCK: Yes, Ms. Spencer. 17 MS. MIXON-PHILLIPS: Ms. Spencer has been 18 working with me on special projects since I've 19 been here. Many of you know that she was, 20 in fact, the U.S. HUD ... 21 What was your office? 22 MS. SPENCER: Field office. 23 MS. MIXON-PHILLIPS: Field office director, 24 and so she has been very instrumental in working 25 with me on a lot of the issues interacting

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1 with Federal HUD and with the field office here. 2 She's actually the one who I've asked 3 with looking at our COOP, and she works on various 4 projects. 5 No. Ms. Elaine is not going anywhere 6 anytime soon. 7 (People laughed.) 8 MS. MIXON-PHILLIPS: But, yes. I'm sorry. 9 I should have mentioned you earlier. 10 (People laughed.) 11 CHAIRMAN ROGERS: Commissioner Brock. 12 COMMISSIONER BROCK: Yes, Mr. Chair. 13 One other thing I'd like to piggyback off of 14 Ms. Phillips' report is that I'm so excited about 15 Jobs Plus. They will be opening up on February 16 the 1st? 17 MS. PARKER: 2nd. 18 COMMISSIONER BROCK: The 2nd, right, 19 Ms. Parker? 20 MS. PARKER: It begins the 1st, but Monday is 21 the 3rd. So that's the first official day. 22 COMMISSIONER BROCK: Right. 23 And they doing a continuation at Southwind 24 -- Jobs Plus is. So we are really excited about 25 that. Thank you.	1 "90 percent," I see why we get 90 percent, 2 because I get to go in and really see what's 3 happening and listen to the residents that we 4 serve. 5 And so I will tell you I have been to a lot 6 of our facilities. I was at the Hope Building. 7 I absolutely love the security guard and his 8 energy, who walked me in and showed me around. 9 It's amazing. I didn't know that facility 10 was that nice. I was amazed how well-kept our 11 facilities are. They're very well-kept. 12 But the energy of the staff and the energy of 13 those who work day-to-day, thank you, thank you, 14 thank you, thank you. 15 And so those are my comments. I look forward 16 to going to see -- I don't know where Southwind 17 is just yet, but I'm going out there to take a 18 look at it -- 19 (People laughed.) 20 COMMISSIONER REYES: Don't tell. 21 (People laughed.) 22 CHAIRMAN ROGERS: -- just to go see that 23 property. 24 I didn't go and didn't know which building 25 it was, but I did go see The Waves. I went way
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1 CHAIRMAN ROGERS: Thank you so much for 2 that. 3 Any other comments? 4 Let me just say, "Welcome, Ms. Brown, 5 to the Jacksonville Housing Authority." 6 MS. BROWN: Thank you. I am excited to be 7 here. 8 CHAIRMAN ROGERS: We look forward to working 9 with you on this very amazing work that we do. 10 All right. Moving on. "Closing Comments." 11 I'm going to make some closing comments, 12 and I will then turn it over to our Chairwoman for 13 final comments. 14 I would like to, again, say, "Kudos and thank 15 you" to the staff. 16 As this board knows, I said in committee, 17 I do pop ups at our facilities. I absolutely 18 enjoy doing them. They don't know I'm coming. 19 They don't know who I am. 20 But, when I introduce myself, they are so 21 gracious with the work that we're doing and 22 the dedication to those whom we serve. 23 So I don't take it for granted that, 24 during those pop ups, it allows me an opportunity 25 to see our facilities. So, when you say,	1 out there to the beaches to see The Waves. 2 And it was funny, because I went to the wrong 3 place. 4 And I said, "Is this The Waves?" 5 And the lady and her family said, 6 "No. The Waves are over there, and that's where 7 we're trying to get into." 8 COMMISSIONER REYES: That's good. 9 COMMISSIONER WEATHERBY: That's very good. 10 COMMISSIONER REYES: They have a very long 11 wait list. Yes. 12 CHAIRMAN ROGERS: I look forward to that. 13 So thank you to the staff who have just 14 given me a good opportunity of a tour and just 15 allowing me an opportunity to see our facilities 16 one-on-one. 17 And some say, "Hey, you know, look around, 18 and see the work." 19 And so I have had an opportunity to do that. 20 So thank you, thank you, thank you. 21 Staff don't even know. I don't contact -- 22 I don't contact Ms. Phillips or the COO or 23 anybody. I just go and see what's happening and 24 see the work, and it's been amazing. It's been 25 amazing.

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1 So thank you to the staff. Thank you for the 2 work that you do each and every day. Don't take 3 it for granted, the work that you-all are doing on 4 the ground. So thank you. 5 With that being said, I am -- 6 COMMISSIONER WEATHERBY: Can I make a real 7 quick comment? 8 CHAIRMAN ROGERS: -- please. 9 COMMISSIONER WEATHERBY: I would like to 10 thank Commissioner Rogers for these pop up 11 meetings that you do -- Undercover Boss -- 12 (People laughed.) 13 COMMISSIONER WEATHERBY: -- because it's 14 really great to hear what you're telling us. 15 And, who knows? 16 There might be more commissioners doing 17 pop up meetings. 18 Thank you. 19 CHAIRMAN ROGERS: Yes. I think the 20 commissioners should go out just to see it. 21 And I did a pop up a couple of weeks ago. 22 I'll tell you it was on the 18th, because I always 23 make notes of every visit. 24 At some point, I'm going to share this with 25 staff of all of my notes, but I did do a --	1 COMMISSIONER REYES: Thank you, Commissioner 2 Rogers for that, as well. 3 When I first joined the board, I also did 4 -- but I did like a whole Saturday with the 5 previous Acting CEO, Ms. Dunn. We visited 6 13 properties, and it was a really great 7 experience. And I'm hoping to go back. 8 I'm finding the right time. 9 But I had asked previous staff no longer 10 employed today for a summary of the properties, 11 and the idea was to have the name of the property, 12 what type of property it was, the property 13 manager's name, security, the security guards' 14 names, some identifiers, so that, if and when we 15 were to go, we were able to identify and connect 16 with those individuals rather quickly. 17 So maybe that could be something -- 18 MS. MIXON-PHILLIPS: I have a list that has 19 all of that information with exception of the 20 security guard information, and we can add that 21 information. 22 COMMISSIONER REYES: Okay. 23 MS. MIXON-PHILLIPS: They change sometimes, 24 and so it's not always the same security guard. 25 But we certainly can provide you with the number
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1 it was on the 18th. I did do a pop up on the 2 18th to Hogan Creek. It was on a Saturday at 3 12:45. 4 Some of the residents knew who I was, 5 but I did not know one of the residents had passed 6 away there. 7 COMMISSIONER BROCK: (nodded head 8 affirmatively) 9 CHAIRMAN ROGERS: And they were so gracious 10 to allow me to sit in on the Memorial -- 11 beautiful, beautiful Memorial they had for their 12 resident, who had been a long-time resident there. 13 They didn't know I was coming. I just 14 showed up. They let me sit in the front. 15 (People laughed.) 16 CHAIRMAN ROGERS: I said, "If they ask me to 17 do comments, I don't know if I can do that." 18 (People laughed.) 19 CHAIRMAN ROGERS: But it was a beautiful, 20 beautiful Memorial as they honored one of their 21 own long-time residents there. 22 So I love the opportunity to do it. 23 So, if you get a chance to just do a quick pop up, 24 please do it. 25 Commissioner Reyes.	1 to the front desk so that you can call ahead. 2 COMMISSIONER REYES: Perfect. 3 What committee would that be appropriate to 4 have that as a standing item in their agenda? 5 Is that HR? 6 MS. MIXON-PHILLIPS: Not really. Probably 7 the property -- 8 COMMISSIONER REYES: Resident Relations? 9 CHAIRMAN ROGERS: Resident Relations would 10 probably be the -- 11 COMMISSIONER BROCK: (nodded head 12 affirmatively) 13 COMMISSIONER REYES: Okay. 14 MS. MIXON-PHILLIPS: I don't know. 15 I was thinking of the Asset Committee is what 16 I was thinking, because it's still going to be an 17 asset. But they aren't meeting currently. 18 COMMISSIONER REYES: We don't have a 19 committee. 20 MS. MIXON-PHILLIPS: But that would be 21 where I would say, but we will make sure that we 22 get it. And we will provide updates to it as 23 necessary. 24 As a matter of fact, I gave it to Shawn today 25 to update it for me. So she can just add that.

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Page 73 1 COMMISSIONER REYES: You're going to add 2 another column (addressed Ms. Brown). 3 (People laughed.) 4 MS. MIXON-PHILLIPS: Yes. 5 COMMISSIONER REYES: All right. Thank you so 6 much. 7 CHAIRMAN ROGERS: Perfect. 8 At this time, I am going to turn it over to 9 Commissioner Brock. 10 COMMISSIONER BROCK: Yes. 11 Mr. Chair, I just would like to say that, 12 yes, Commissioner Rogers, I really want to salute 13 you for going to the pop ups at the property. 14 But I'd just like to put it on the record 15 that I've been doing this ever since I've been on 16 the board, going to properties and seeing 17 residents. 18 I was also scheduled to be at that Memorial. 19 I wasn't feeling well. So I didn't want to 20 expose the seniors. But, yes. I be very much 21 involved with our properties and our residents. 22 Thank you. 23 CHAIRMAN ROGERS: I know, and so I'm 24 following your lead actually. So thank you for 25 that.	Page 75 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 9th day of February, 2025. 11 12  13 14 Carol DeBee Martin 15 Notary Public State of Florida 16 My Commission: HH 588635 17 Expires: 12-29-2028 18 19 20 21 22 23 24 25
Page 74 1 Chairwoman Horovitz, I will turn it over to 2 you for a final comment before we move for 3 adjournment. 4 (no response) 5 CHAIRMAN ROGERS: Is she still online? 6 MR. PEREZ: No, sir. She is offline. 7 CHAIRMAN ROGERS: Okay. So, at this time, 8 I am going to move adjournment at 3:20. 9 Thank you-all so much. 10 PEOPLE: Thank you. 11 (Whereupon, the proceedings in the 12 above-titled cause concluded at 3:20 p.m.) 13 --- 14 15 16 17 18 19 20 21 22 23 24 25	