

5-16-25 JHA BOC HR Committee Meeting

Page 1	Page 3
1 2 3 4 JACKSONVILLE HOUSING AUTHORITY BOARD OF COMMISSIONERS 5 HUMAN RESOURCES COMMITTEE MEETING 6 7 8 TAKEN: Friday, May 16, 2025 9 TIME: 9:04 a.m. to 10:12 a.m. 10 PLACE: Jacksonville Housing Authority 11 1300 North Broad Street 12 Jacksonville, Florida 32202 13 (and via videoconference) 14 15 Taken by Carol DeBee Martin, court reporter. 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 May 16, 2025 9:04 a.m. 3 CHAIRWOMAN REYES: Good mornng. 4 COMMISSIONER BROCK: Good morning. 5 COMMISSIONER WEATHERBY: Good morning. 6 CHAIRWOMAN REYES: Is this on 7 (referred to microphone)? 8 COMMISSIONER WEATHERBY: Always on, 9 always hot. 10 CHAIRWOMAN REYES: Okay. Well, good morning, 11 everyone. Happy Friday. 12 PEOPLE: Good morning. 13 CHAIRWOMAN REYES: It is May 16th, halfway 14 through the month already, and we are here for 15 our Human Relations Committee followed by the 16 Finance Committee Meeting shortly after this 17 meeting. 18 I do want to apologize. I know there was a 19 little bit of confusion. 20 Commissioner Brock, thank you so much for 21 being willing to step in. My schedule has been a 22 little hectic lately. So I will not be able to 23 make it to the general board meeting, but I am 24 here today. 25 All right. So we'll call it to order at
Page 2	Page 4
1 APPEARANCES: 2 CHAIRWOMAN ANDREA REYES 3 COMMISSIONER LISA STRANGE WEATHERBY 4 COMMISSIONER HARRIET BROCK 5 COMMISSIONER HANK ROGERS 6 COMMISSIONER CALEENA SHIRLEY 7 COMMISSIONER HEATHER HOROVITZ 8 ANTONIO PEREZ 9 CHERON CORBETT, President/CEO 10 SUDELTA HENSON, Comptroller 11 ROSLYN MIXON-PHILLIPS 12 JULIE ST. CLAIR 13 CRYSTAL BLACKMER 14 SATONIA HART 15 LINDA FITZGERALD 16 DIARRA WEATHERS 17 DANIEL MITCHELL 18 CORDELIA PARKER 19 HARRY M. "Reece" WILSON, IV, ESQ. (OGC) 20 ADINA TEODORESCU, ESQ. (OGC) 21 SHUNTHENIA "Shaun" BROWN 22 23 VIA VIDEOCONFERENCE 24 COMMISSIONER HOROVITZ (at the beginning) 25 INEEDA JACOBS LAILA DARBY PAM PANNELL LaKENYA DORSEY ROBERT M. EVEADA FINKLEA JOHNNY CUNNINGHAM LAURA ANNE PRAY (Berman Hopkins) TONE KERKADO KEVIN DEADY WILLIAMS HAIYMANOT WOLDESELASSE ALYCE DECKLER VICTOR FIGUEROA CHAD MOORE --- ---	1 9:04 a.m., and we'll ask to see if there are any 2 public comments. We'll start with online first, 3 if anybody has any public comments they'd like to 4 make online? 5 (no response) 6 CHAIRWOMAN REYES: Okay. Hearing none, 7 anybody in the room present? 8 (no response) 9 CHAIRWOMAN REYES: Okay. And I see all our 10 commissioners here present. 11 Do we have any commissioner online that needs 12 approval? 13 MR. PEREZ: Commissioner Horovitz. 14 CHAIRWOMAN REYES: Okay. Can I get a motion 15 to approve our Chair? 16 COMMISSIONER HOROVITZ: Hi. 17 COMMISSIONER BROCK: I make a motion. 18 COMMISSIONER WEATHERBY: Second. 19 COMMISSIONER HOROVITZ: I'm sorry. 20 Commissioner, I'm actually on the way. 21 I'll be there in 10 minutes. 22 (inaudible) 23 CHAIRWOMAN REYES: I can't hear her. 24 COMMISSIONER SHIRLEY: She said she will be 25 here in 10 minutes.

5-16-25 JHA BOC HR Committee Meeting

Page 5	Page 7
1 CHAIRWOMAN REYES: Okay. No problem. 2 COMMISSIONER SHIRLEY: She's just letting you 3 know. 4 COMMISSIONER BROCK: She's in your office? 5 MS. CORBETT: There's a little office. 6 COMMISSIONER SHIRLEY: No, she's not. 7 CHAIRWOMAN REYES: So, if we heard you 8 correctly, Commissioner Horovitz, you said you 9 will be here in about 10 minutes. So we'll 10 definitely see you here. 11 COMMISSIONER HOROVITZ: Yes. Thank you. 12 CHAIRWOMAN REYES: No problem. Thank you. 13 COMMISSIONER HOROVITZ: Thank you. 14 CHAIRWOMAN REYES: All right. So hearing no 15 comments in here, and we have got a motion to 16 approve Commissioner Horovitz. 17 All right. Did everybody get a chance to 18 look at the minutes from last month's HR Committee 19 Meeting? 20 COMMISSIONER WEATHERBY: Yes. 21 COMMISSIONER BROCK: Yes. 22 CHAIRWOMAN REYES: Can I get a motion to 23 approve the minutes? 24 COMMISSIONER BROCK: I make a motion. 25 COMMISSIONER WEATHERBY: Second.	1 And, in an effort to always attract our top 2 talent, we are identifying job fairs to attend. 3 We will continue to look for and participate in 4 local job fairs at universities and colleges. 5 In the month of April, we attended three. 6 For your knowledge, we went to the Nationwide Day 7 of Second Chances, as well as a CareerSource 8 of Northeast Florida Second Chance Job Fair 9 and then, of course, the Fair Housing Expo 10 hosted by the Jacksonville Human Rights 11 Commission. 12 And, as far as retaining top talent, 13 it's HR's purpose to, you know, drive the training 14 to retain the top talent and provide them with the 15 resources to be successful. 16 The online training platform that we use, 17 HTBN -- for the month of April, 10 percent of our 18 employees took advantage of that. 19 In the midst of learning that, there are 20 other resources, other sites that I'm going to be 21 collecting data from and will bring that 22 information to this committee. 23 We are working with Fred Pryor to 24 continuously identify and provide soft skills 25 training for our team members at a discounted
Page 6	Page 8
1 CHAIRWOMAN REYES: All in favor say, "Aye." 2 COMMISSIONER ROGERS: Aye. 3 COMMISSIONER SHIRLEY: Aye. 4 COMMISSIONER WEATHERBY: Aye. 5 CHAIRWOMAN REYES: Wonderful. 6 All right. So we'll start with our 7 HR Manager Report. 8 Ms. St. Clair. 9 MS. ST. CLAIR: Good morning, commissioners. 10 PEOPLE: Good morning. 11 MS. ST. CLAIR: As far as the April Head 12 Count, we finished off the month with a total of 13 195 employees, and that included hiring a total of 14 four and one resignation. There were no 15 promotions and no transfers. 16 And, as far as the month, I know we're 17 talking about April, but, for the month of May, 18 we hit the ground running. And we onboarded 19 seven really dynamite strong candidates, 20 and so now they're new team members. 21 As far as key critical positions, 22 we are posted on PHADA and other working websites. 23 The Director of Modernization and Development, 24 the Deputy CFO, Operations Compliance Manager 25 and others.	1 rate, and, of course, we're working with 2 Nan McKay. 3 We are confirming dates in August for our 4 supervision and public housing management 5 training, and we are also confirming -- 6 we're confirmed for June HCV Rent Calculation 7 and hopefully some needed SEMAP training. 8 And those discounts will be forthcoming. 9 As far as the handbook, we have a draft with 10 revisions with legal's review. We should be in 11 line to have that ready for this committee and 12 then approval for the board in June. 13 As far as the compensation study, the culture 14 study, there is a survey that is going to be 15 rolling out, and the results of that will also be 16 available in the month of June as well as the 17 comp study. That is our target date to provide 18 the information for approval and rollout. 19 Is there anything additional? 20 COMMISSIONER WEATHERBY: Through the Chair? 21 CHAIRWOMAN REYES: Yes, Commissioner 22 Weatherby. 23 COMMISSIONER WEATHERBY: Were there any 24 terminations? 25 MS. ST. CLAIR: Oh, yes. I'm sorry.

5-16-25 JHA BOC HR Committee Meeting

Page 9	Page 11
1 We had one resignation in the month of April. 2 COMMISSIONER WEATHERBY: But no other 3 terminations? 4 MS. ST. CLAIR: No, not in April. 5 COMMISSIONER WEATHERBY: How about May? 6 MS. ST. CLAIR: Yes. 7 COMMISSIONER WEATHERBY: Okay. Thank you. 8 MS. CORBETT: Julie, I need to add to your -- 9 I'm sorry. Can I -- for that study. Excuse me. 10 The HR Handbook -- Employee Handbook -- just FYI. 11 So, although it will be prepared in June, 12 it needs to still go through its process. 13 So the likelihood of it being rolled out once we 14 have it correct -- 15 MS. ST. CLAIR: Yes. 16 MS. CORBETT: Yes, yes. 17 MS. ST. CLAIR: We were identifying more 18 August. 19 MS. CORBETT: Correct. More of like official 20 August, and August -- no later than September -- 21 for the adoption by the board. So, yes. 22 MS. ST. CLAIR: Thank you for that 23 correction. Yes. 24 CHAIRWOMAN REYES: Commissioner Brock. 25 COMMISSIONER BROCK: Yes, Madam Chair.	1 Like are we listing, "terminations," 2 versus, "resignations"? 3 MS. ST. CLAIR: Yes. It's under the -- 4 yes. They should be separate. 5 CHAIRWOMAN REYES: Okay. So I would like to 6 see an additional color for, "terminations," on 7 there, as well. 8 MS. ST. CLAIR: Absolutely. 9 CHAIRWOMAN REYES: All right. So four new 10 hires, one resignation in this period. 11 MS. ST. CLAIR: Correct. 12 CHAIRWOMAN REYES: And we were at 192 in 13 March, as well? 14 MS. ST. CLAIR: I would need to double-check, 15 but that sounds right. 16 CHAIRWOMAN REYES: Yes. All right. So we're 17 up a little bit? 18 MS. ST. CLAIR: Yes. 19 CHAIRWOMAN REYES: And then, what is our 20 total capacity? 21 MS. ST. CLAIR: Total capacity is 237. 22 CHAIRWOMAN REYES: 237. Okay. 23 MS. ST. CLAIR: And that includes six at 24 Westwood. 25 CHAIRWOMAN REYES: Six at --
Page 10	Page 12
1 Thank you to Ms. Julie. 2 Commissioner Weatherby just asked a question 3 about was there any terminations. I learned about 4 on the news that there were two staff members 5 fired. 6 MS. ST. CLAIR: In May. 7 COMMISSIONER BROCK: In May? 8 CHAIRWOMAN REYES: So, is this for the 9 April, 2025? 10 MS. ST. CLAIR: This is for April. 11 COMMISSIONER ROGERS: This is for April. 12 COMMISSIONER BROCK: Oh, okay, okay, okay. 13 All right. Thank you. 14 Thank you, Madam Chair. 15 CHAIRWOMAN REYES: And then I am looking -- 16 does any other commissioner have a question for 17 Ms. St. Clair? 18 (no response) 19 CHAIRWOMAN REYES: I do see on the head count 20 report -- I see the color key, but I don't see a 21 key for termination. And I don't think -- 22 COMMISSIONER WEATHERBY: Is that April? 23 CHAIRWOMAN REYES: No, no -- for the key 24 color. 25 Are we having terminations?	1 MS. ST. CLAIR: Six from Westwood. 2 CHAIRWOMAN REYES: -- okay. All right. 3 And then, in terms -- I know you gave us an update 4 on the compensation study. 5 Can you give us a little bit more detail 6 on that? 7 And I don't know if, Reece, you need to chime 8 in on that, because I know, in the last meeting, 9 we had a conversation about you being able to 10 enforce that. 11 MR. WILSON: Uh-huh. Right. I've -- 12 to date, I haven't heard anything from HR. 13 I was on stand by if there was any need to 14 escalate, but I haven't heard if there was any 15 issue or pushback from Gallagher with performing 16 the cultural assessment. 17 MS. ST. CLAIR: No pushback. They are 18 available to provide a culture study in the form 19 of a survey, and they provided us options moving 20 forward with that. 21 CHAIRWOMAN REYES: Okay. And, do we have 22 ... 23 Because, also, in the last meeting, 24 I asked for like a set date since this has been 25 lagging for so long.

5-16-25 JHA BOC HR Committee Meeting

Page 13	Page 15
1 Do we have an expected date of completion, 2 or what are the next steps? 3 MS. ST. CLAIR: I do not, but I will provide 4 one. 5 CHAIRWOMAN REYES: Okay. So I asked for that 6 in the last meeting. 7 MS. ST. CLAIR: Okay. 8 CHAIRWOMAN REYES: I would like to have 9 a set date for that. We wanted to have it for our 10 new CEO ready to go, as well, but we've been 11 talking about this ad nauseam. I'd like a 12 completion for that as soon as possible, please. 13 MS. ST. CLAIR: Yes. 14 CHAIRWOMAN REYES: I think we would all 15 like a completion of that. 16 All right. And then we also had asked for 17 the organizational chart updates. I do thank you 18 for providing that. 19 MS. ST. CLAIR: Yes. 20 CHAIRWOMAN REYES: So this is updated as 21 of present day today, correct? 22 Revised May? 23 MS. ST. CLAIR: Correct. 24 CHAIRWOMAN REYES: And, where are we with 25 the Deputy Chief Financial Officer position?	1 to be a new initiative as we also work towards 2 attaining college and university graduates, too. 3 We're going to be doing a partnership with 4 local universities here throughout Jacksonville, 5 and we're going to also be working towards the 6 internship program. We're hoping to get the 7 summer internship program off to the right track. 8 (Commissioner Horovitz entered the room.) 9 MS. CORBETT: There is a likelihood that we 10 might really focus on that for next year's 11 initiative as we continue to work on the 12 HR Handbook internally. 13 So those are just brief updates as it relates 14 to the HR Committee. 15 COMMISSIONER HOROVITZ: Good morning. 16 CHAIRWOMAN REYES: Okay. Any questions for 17 our CEO? 18 Commissioner Weatherby. 19 COMMISSIONER WEATHERBY: Generically 20 speaking, I think maybe some of us would like some 21 clarification on -- since we have our legal staff 22 here -- how terminations are handled. 23 What is the policy of terminations -- 24 procedures I mean? 25 MS. CORBETT: Yes. So we have our legal team
Page 14	Page 16
1 MS. ST. CLAIR: We have posted, and we are 2 actively vetting for certain criteria to include 3 public housing experience. 4 CHAIRWOMAN REYES: Okay. All right. 5 I don't have any further questions. 6 MS. ST. CLAIR: Thank you. 7 CHAIRWOMAN REYES: All right. 8 "New Business." 9 We'll have our new CEO, Cheron ... 10 MS. CORBETT: Thank you. As a matter of 11 fact, we've been most definitely progressing going 12 forwards in regards to the organization. 13 I think what's interesting enough -- 14 and just to kind of piggyback with HR, who's been 15 doing those initiatives -- we're really pushing 16 forward in regards to recruiting nothing but the 17 top talent here within our agency, too. 18 As it relates to skills, overall capabilities 19 and not just having job descriptions in place 20 that really signify property management like 21 responsibilities, but more in regards to what's 22 aligned to those developmental needs, too. 23 So we're actively getting out there for the 24 various job fairs. We're going to also take a 25 step up and register for Handshake. That's going	1 that's actually here, too, as well, to be present 2 to speak on the policies to terminations as we 3 continue to work on the HR Handbook. 4 COMMISSIONER WEATHERBY: Yes. Sure. 5 MS. CORBETT: Thank you. 6 Hold on. Yes. If you would, go to the 7 podium. 8 MS. TEODORESCU: Sure. 9 So JHA employees are at will, 10 and a termination can happen at any time. 11 I'm not sure what the policy issue is, 12 if we're looking at any specific aspect. 13 COMMISSIONER WEATHERBY: Well, I'm just 14 thinking in terms of, what are the regulations or 15 requirements or even our handbook in terms of when 16 performance reviews need to be done? 17 Is there a process for a Performance 18 Improvement Plan? 19 Are there probationary periods, 20 those sorts of things? 21 I think there is some confusion going on 22 about that. 23 MS. TEODORESCU: There is a measure of 24 probationary periods, but, with at-will employees, 25 that does not guarantee any retention for a

5-16-25 JHA BOC HR Committee Meeting

Page 17	Page 19
1 probationary period. 2 At will -- you can be hired Day One and 3 let go Day Two, and there is no -- no need for 4 cause. Anyone can be fired at any time for any 5 reason except, of course, for individuals who are 6 part of a Collective Bargaining Agreement, 7 and then there are some -- there may be some steps 8 in place. But JHA employees are appointed. 9 COMMISSIONER WEATHERBY: Right, right. 10 So I guess I think that kind of answers my 11 question. 12 But, are we saying that, "Because it's 13 at-will employment, there are no requirements for 14 when performance reviews are done or, you know, 15 any kind of probationary period, Performance 16 Improvement Plan, those kinds of things"? 17 I think what I'm hearing you say is that, 18 because employees are at will, that those 19 procedures don't have to be followed. 20 MS. TEODORESCU: If there are any procedures 21 actually in place, we would follow them as a 22 matter of policy, but, if there aren't any, 23 there is no need for that. 24 And it also depends on the level that the 25 employee is at. The law indicates that,	1 system. There are no civil service employees at 2 JHA. 3 COMMISSIONER WEATHERBY: Right. Thank you so 4 much for clarifying that. I think we all have a 5 better idea of how this works for the future. 6 CHAIRWOMAN REYES: Anybody else? 7 And, too, I will add to Commissioner 8 Weatherby's point. We have previously seen higher 9 leadership be put on a PIP plan. We have been 10 -- that information has been provided to the board 11 for individuals, in the executives, in the past. 12 I think there was for me also some sort of 13 understanding that, prior to a termination, 14 an employee would be provided an opportunity 15 to improve their performance. 16 So, is it -- I guess I don't know if it's for 17 you or for Cheron to answer, but, if somebody in 18 the executive level, you know, the Executive Team, 19 is underperforming, is it discretionary then to 20 put them on a PIP plan? 21 Because we have seen that already in the 22 past. 23 MS. TEODORESCU: That is discretionary, 24 and it depends on circumstances. It depends on 25 approach. There is no rule that people must be
Page 18	Page 20
1 at a very high-level, people can be let go 2 any time, any way, because they may or may not be 3 in line with the vision of the company. 4 And I'm just -- these are just generic 5 statements. 6 Okay? 7 COMMISSIONER WEATHERBY: Yes. I'm just 8 speaking generically. Completely. 9 MS. TEODORESCU: Yes. The higher the level 10 the less need for a Performance Evaluation result 11 to justify anything. 12 It really may be as simple as, "We're going 13 in a different direction," or, "Our vision doesn't 14 correspond with yours." Something along those 15 lines can be the very basic reason for it. 16 COMMISSIONER WEATHERBY: Right, right, right, 17 right. 18 Does it matter if an employee is covered by 19 civil service or not covered by civil service? 20 MS. TEODORESCU: Well, civil service always 21 makes a difference, because, of course, 22 the civil service rules would tend to say, 23 "There should be a discipline process." 24 Progressive discipline is always -- 25 is normally encouraged under a civil service	1 put on a PIP. 2 CHAIRWOMAN REYES: Okay. Thank you for 3 clarifying that. 4 And I would like to know ... 5 So any other additional comments? 6 Commissioner Horovitz, yes. 7 COMMISSIONER HOROVITZ: Oh, I think I was 8 after. 9 COMMISSIONER BROCK: Go ahead. I don't mind. 10 CHAIRWOMAN REYES: Oh, I'm sorry, 11 Commissioner Brock. I didn't see your hand. 12 COMMISSIONER BROCK: That's okay. 13 I'll go after. 14 COMMISSIONER HOROVITZ: All right, through 15 the Chair -- and thank you for letting me jump in. 16 I know joined in person late. 17 I think that the comment, you know, 18 "what we've been used to," is -- and, through 19 the Chair -- it's a fair comment. 20 But I can also put my feelings aside on that 21 and understand that we are in a very uncertain 22 environment right now. We have charged our new 23 CEO that we all have brought to this agency to 24 make a change that we need in order to be 25 successful.

5-16-25 JHA BOC HR Committee Meeting

Page 21	Page 23
1 And so, if, in trusting her in that position, 2 she has identified that we had top leaders that 3 were not going to carry this agency forward, 4 I put my trust in that decision and that she will 5 bring in the talent that we need. 6 And so I can appreciate that we're having the 7 discussion around how the approach maybe hurt 8 our feelings, but I think that we need to move 9 forward. 10 COMMISSIONER WEATHERBY: Yes. That's all 11 I was saying. 12 I completely hear what you're saying, 13 but I think our reputation is also important. 14 CHAIRWOMAN REYES: Uh-huh. 15 COMMISSIONER WEATHERBY: And, as everybody 16 knows, we are the subject of great interest. 17 Anytime somebody sneezes, the media is all over 18 it. 19 COMMISSIONER BROCK: Uh-huh. 20 COMMISSIONER WEATHERBY: And I personally 21 -- I'm speaking only for myself -- think that 22 dignity and respect are very important, 23 and I don't know if anybody else feels that way. 24 But, for me personally, that's very important, 25 and so I would like to feel that going forward	1 Allowing somebody to resign -- is that ever 2 an option? 3 COMMISSIONER HOROVITZ: I'm not sure that's 4 for me to have an opinion on. 5 CHAIRWOMAN REYES: And so I would like to 6 state that I did personally write Ms. Corbett, 7 and I did explain to her, you know, the operations 8 and the decision-making of the agency is 9 100 percent within her purview. She has every 10 right to make those decisions operationally. 11 I think what I'm hearing from Commissioner 12 Weatherby, because I expressed this as well to 13 Ms. Corbett, was, historically, the agency has 14 suffered through lack of transparency between 15 communications with the CEO and the board. 16 And so my request to her was -- 17 "You know, again, it is 100 percent in your 18 purview of the operations." 19 You know, we were in charge and tasked with 20 helping the agency find the CEO for this agency. 21 We went through that process. We trust that 22 process. 23 But, at the end of the day, she has all the 24 decision-making for the operations of the agency, 25 and I think we are fully aware of that.
Page 22	Page 24
1 we can count on, you know, looking at 2 alternatives to maybe being very abrupt. 3 COMMISSIONER HOROVITZ: And I agree. 4 Just through the Chair, I completely agree with 5 reputation, and I actually think that it sends a 6 very strong message to the public that we are 7 identifying areas of opportunity to improve 8 leadership. 9 And I think that, you know, the media will 10 say the story however it will sell, but I think 11 it's a very strong message that we are needing 12 stronger leadership. 13 In my opinion, just from my experience in 14 the professional world, putting a C-Suite senior 15 leader type on a Performance Improvement Plan is 16 outrageous. 17 Like I wouldn't put a CEO on a performance 18 plan. You're doing the job, or you're not. 19 I certainly think that you give anyone else -- 20 and I leave it to the operations to decide 21 who needs a PIP or by law should have a PIP. 22 But, if you have a COO or CAO not doing the 23 job, then we need to bring in somebody who is. 24 COMMISSIONER WEATHERBY: Somebody can perhaps 25 answer this.	1 What I did ask is moving forward for some 2 more transparency and communications to the board 3 about those decisions so that we're not blindsided 4 by the media articles. 5 And I think that's kind of where we have 6 traditionally had a lot of issues, especially 7 in the last year-and-a-half, that we've just been 8 in the news all the time. 9 So, you know, I did send that communication. 10 I hope it was well-received. I didn't get a 11 message back. 12 MS. CORBETT: I reached out to schedule 13 coffee, tea. 14 CHAIRWOMAN REYES: Huh? 15 MS. CORBETT: Yeah. I reached out to 16 schedule coffee, tea, to kind of discuss it. 17 CHAIRWOMAN REYES: Yes. Okay. I'm sorry. 18 MS. CORBETT: No worries. 19 CHAIRWOMAN REYES: I meant to the 20 communication. 21 But, yes. So I think we're really not in a 22 position to tell her what to do with the 23 operations. I think we went through a very 24 rigorous process to find her and give her the 25 tools, and, you know, we're still working

5-16-25 JHA BOC HR Committee Meeting

Page 25	Page 27
1 on finalizing the Board Evaluation for the CEO. 2 And so these are the kind of things that we'll 3 be able to use in that to evaluate her 4 performance. 5 And so, to the extent that we can share that 6 with her, I think it's been shared. It's been 7 noted. 8 And, you know, to Commissioner Horovitz's 9 point, if somebody requires a PIP by law, 10 you know, then we obviously have to abide by 11 that. 12 That's why I wanted to clarify this 13 "discretionary," because, again, we have seen it 14 in the past. I didn't know what the proper policy 15 was internally. 16 And I know we're continuing to update 17 the handbook to have all that information on 18 there, but, at this point, you know, I don't think 19 we can really dive into the operations of it. 20 So that's my comment. 21 COMMISSIONER WEATHERBY: I agree with that 22 100 percent. 23 CHAIRWOMAN REYES: Yes. 24 COMMISSIONER WEATHERBY: Although the word, 25 "operations," is starting to be a trigger word for	1 I'm sorry. 2 CHAIRWOMAN REYES: Oh, I'm sorry. 3 COMMISSIONER BROCK: I didn't hear you. 4 CHAIRWOMAN REYES: Okay. Can we add? 5 We only have the organizational chart as 6 part of, "Old Business." 7 COMMISSIONER BROCK: I didn't hear that. 8 I really didn't. I'm sorry. Because I had some 9 old business I wanted to present. 10 CHAIRWOMAN REYES: Okay. Let's wrap the loop 11 on this one. 12 COMMISSIONER BROCK: Yes, ma'am. 13 CHAIRWOMAN REYES: Does anybody else have any 14 other comments regarding our new CEO's comments 15 and the conversation we're having? 16 COMMISSIONER ROGERS: I do. 17 Thank you, Madam Chair, and to Commissioner 18 Horovitz, Chair Horovitz, as well. I agree, 19 but I will say -- and I said this privately, 20 and I'll say what I say privately -- I'll say it 21 publicly -- and that is I recognize the difference 22 between operations and governance. 23 I understand what our role is and what we are 24 tasked to do at this table. But I also understand 25 dignity and respect, and everyone is due that.
Page 26	Page 28
1 me, but I agree with that completely. It is not 2 our job to get too far in weeds, but I think we do 3 have an obligation to protect the reputation of 4 the agency. 5 CHAIRWOMAN REYES: Commissioner Rogers. 6 COMMISSIONER ROGERS: I think Commissioner 7 Brock -- 8 CHAIRWOMAN REYES: Yes. 9 COMMISSIONER BROCK: What I was going to 10 ... 11 Thank you, Commissioner Rogers. 12 Madam Chair, my point that I want to -- 13 I mean what I want to ask you -- are we going to 14 go back to, "Old Business"? 15 Because we jumped from -- we skipped over, 16 "Old Business," and went to "New Business." 17 CHAIRWOMAN REYES: Oh, my. 18 Did I skip it? 19 COMMISSIONER BROCK: Yes, ma'am. 20 MR. ROGERS: The, "Old business," was the 21 organizational chart. 22 CHAIRWOMAN REYES: It was the organizational 23 chart. 24 COMMISSIONER BROCK: I didn't hear you say, 25 "Old Business." I had some old business.	1 And so my general comments would be, 2 as we move forward and as we all know, 3 since I joined this board almost now two years 4 ago, we are under the microscope. 5 And so everything this agency does is looked at in 6 a higher light. 7 And so, as we move forward -- and thank you 8 for reaching out. Thank you for your 9 communication. 10 But, of course, as we move forward as a board 11 and as leadership, we do need to make sure that we 12 are still on yet the same page as it relates to 13 how we move forward with that determination of 14 resignation, things of that nature, because it's 15 going to be highlighted. 16 But, again, I will say, "Everyone is due 17 dignity and respect as it relates to the process." 18 And, if we need to tighten up how we do that, 19 then I look forward to working with leadership and 20 tightening up that process. And I believe that's 21 what -- I believe that's the crux of what I'm 22 hearing. 23 And, with that Madam Chair, again, 24 thank you for your leadership. I'll yield the 25 floor.

5-16-25 JHA BOC HR Committee Meeting

Page 29	Page 31
1 CHAIRWOMAN REYES: Commissioner Shirley. 2 COMMISSIONER SHIRLEY: Sure. I just have 3 some comments. 4 I was very thankful to have the follow-up 5 conversations with the CEO, to better clarify the 6 actions that were taken, but I just want us to be 7 very cautious, as well, that we're making some 8 statements that may lead to an assumption that 9 there was some impropriety or something that was 10 not done on a level that gave a level of respect 11 and things of that nature. 12 And I just want to be certain that we state 13 that that is not the case in what has taken place 14 and what I have seen and what I understand, 15 but I think there's also a responsibility of us on 16 this board that we have an understanding of the 17 culture of this organization and of this 18 community and that we also have to hold ourselves 19 to a higher standard. 20 And that, if there is certain things that we 21 want to make sure are kind of our bottom lines or 22 it's done through the administration, that we lay 23 that foundation. 24 And I think we need to give each other all a 25 little bit of grace, that we're all in the	1 space of communication where we all understand 2 each other's expectations. 3 And so we've got to be clear as much as 4 we're wanting that come back our way, as well. 5 And I think sometimes, in the scurry of doing 6 things and the intentionality of doing things, 7 communications is always key. 8 So I think we're establishing that now as a 9 standard. We'll give each other some grace 10 in how we move forward and also work on some 11 policies and just cultural things that we're 12 trying to ensure is paramount to how we run 13 this organization, that we can be leaders in 14 making sure it's in place going forward. 15 So I'm appreciative of the conversation. 16 I'm appreciative of everyone's honesty and 17 willingness to have the conversation, 18 and I really think there's some things that we can 19 definitely do going forward now, having had this 20 conversation, that will prevent any subjectivity 21 on how things are happening moving forward. 22 CHAIRWOMAN REYES: Okay. Commissioner 23 Weatherby. 24 COMMISSIONER WEATHERBY: I think that was 25 beautifully stated. Thank you.
Page 30	Page 32
1 beginnings of a great transitional process, 2 and that may have just been a level where, 3 in all of our vetting in trying to get in place 4 our CEO, maybe there were some things as it 5 relates communication with the board or our 6 culture and how we do things in this organization 7 -- that those things may not have been conferred 8 in our angst to get things moving and rolling. 9 And so we have to also understand that there 10 is a difference in how things are done from one 11 area to another, one organization to another, 12 and I think, if these are things that we are 13 passionate about, as I hear that we are, 14 that we be intentional about either bringing these 15 through a space where we have communication to 16 really set that template or put in policy those 17 things that we want to ensure that it's very clear 18 and there is no ambiguity on. 19 And so I would also hold us to that same 20 standard in communication, as well, and I do think 21 that we have a lot ahead of us. And I do 22 understand organizational changes, especially as 23 we go through the organization. 24 There's going to be more changes potentially, 25 but I think it's the how and that we are in a	1 But I do want to clarify one thing, 2 which is that I am asking generic questions, 3 not about anything in particular. 4 CHAIRWOMAN REYES: Sure. Right. 5 COMMISSIONER WEATHERBY: Generic questions, 6 and that's why I asked our wonderful Adina what 7 the requirements are, what the processes are. 8 So I'm not alleging that any processes or 9 laws or anything like that were violated. 10 That's -- I'm not a lawyer. 11 COMMISSIONER SHIRLEY: Sure. 12 COMMISSIONER WEATHERBY: I play one on TV. 13 (People laughed.) 14 COMMISSIONER WEATHERBY: But I think we do 15 need to be clear -- 16 COMMISSIONER SHIRLEY: Sure -- 17 COMMISSIONER WEATHERBY: -- what the 18 requirements are and how we personally feel that 19 we want the culture to be -- 20 COMMISSIONER SHIRLEY: -- yes -- 21 COMMISSIONER WEATHERBY: -- in this 22 organization. 23 COMMISSIONER SHIRLEY: -- no. I agree, 24 and my comments are for the greater audience, 25 as well, because we do have a greater audience

5-16-25 JHA BOC HR Committee Meeting

Page 33	Page 35
1 that participates via the Internet and just on the 2 outside looking in -- 3 COMMISSIONER WEATHERBY: Sure. Right. 4 COMMISSIONER SHIRLEY: -- who may not have 5 the level of education or understanding of what 6 we're doing in this space. 7 COMMISSIONER WEATHERBY: Right. 8 COMMISSIONER SHIRLEY: And so I just wanted 9 to be very clear that, as we're having the 10 conversation, that there is no inference to there 11 being any disparity. 12 COMMISSIONER WEATHERBY: No. That's why 13 I sort of prefaced it by saying, you know, 14 "... guided toward the future --" 15 COMMISSIONER SHIRLEY: For sure -- 16 COMMISSIONER WEATHERBY: -- and that we all 17 need clarification. 18 COMMISSIONER SHIRLEY: -- yes. 19 COMMISSIONER WEATHERBY: And I think, 20 if we know what the proper procedures are, 21 then it allows us to be I think more objective, 22 because we want to do -- follow proper procedures 23 and so forth. And so now we know. 24 COMMISSIONER SHIRLEY: Sure. 25 COMMISSIONER WEATHERBY: And, you know,	1 and terminations, and appropriately keep us 2 informed as necessary is how I feel. 3 CHAIRWOMAN REYES: Commissioner Rogers. 4 COMMISSIONER ROGERS: I got two comments, 5 and then I'll yield the floor back. 6 One, I'm not sure if we're going to get to 7 this request for an M (phonetic) number. 8 I'm not sure what that is in our packet, 9 and I don't see it on the agenda. So I'm not 10 sure what this is. 11 CHAIRWOMAN REYES: What? 12 COMMISSIONER ROGERS: This email and why it's 13 in our packet. 14 Are we -- 15 COMMISSIONER WEATHERBY: I don't have that. 16 CHAIRWOMAN REYES: I think they're doing the 17 whole thing. 18 (People laughed.) 19 COMMISSIONER ROGERS: Okay. I didn't know 20 what this was. Okay. 21 COMMISSIONER WEATHERBY: Well, we always know 22 you'll probably ask them. 23 COMMISSIONER ROGERS: Okay. No email it is. 24 COMMISSIONER WEATHERBY: We knew you'd put 25 your eagle eyes on it.
Page 34	Page 36
1 going forward we know -- we'll know what's 2 required, what's not required, but, again, 3 how we want the culture to be. 4 Because we've done a lot of work on that, 5 and our great employees, you know, deserve to have 6 a good feeling about where they work. 7 COMMISSIONER SHIRLEY: For sure. Thank you. 8 CHAIRWOMAN REYES: Commissioner Horovitz. 9 COMMISSIONER HOROVITZ: Sorry if you were 10 first. Thank you. 11 Through the Chair, in my opinion, yes, 12 please let us see the policies. I know policies 13 will come through governance under Commissioner 14 Shirley. 15 I don't believe we should have influence on 16 how that process is carried out. Follow the law, 17 and, you know, work with the leadership to make 18 sure that we're handling it properly. 19 But, as far as -- there are some words that 20 are -- I'm completely agreeing with, and then 21 other words are kind of flowing into the 22 conversation that I feel are out of line for us to 23 have an opinion on. 24 So, you know, follow the law, follow what's 25 industry standard on how we treat performance	1 MS. BROWN: Sorry. 2 COMMISSIONER ROGERS: Okay. Sorry. 3 MS. CORBETT: She was putting stuff together. 4 MS. BROWN: I apologize, Commissioner Rogers. 5 COMMISSIONER ROGERS: I'm like, "I don't 6 know what that is." 7 (People laughed.) 8 MS. BROWN: I'm sorry. 9 MS. CORBETT: Shaun is working really hard. 10 I just want say that. 11 COMMISSIONER ROGERS: I was like, "What is 12 this, and why --" okay. We discussed that. 13 My other comment ... 14 Thank you for that. 15 My other comment -- and I'm not sure if this 16 is the right space, but I do recognize and 17 understand that changes are going to come under 18 new leadership. 19 And we are given the opportunity for the 20 leader whom we have hired to make those changes, 21 but I do believe that, at the end of the day, 22 Madam Chair, that it should not be a news story 23 every time we turn around. 24 Right? 25 COMMISSIONER HOROVITZ: Right.

5-16-25 JHA BOC HR Committee Meeting

Page 37	Page 39
1 COMMISSIONER ROGERS: And so I'm not sure if 2 we task our Board Chair with putting out a 3 statement that, "Changes will come to this agency, 4 and we should look -- people should look forward 5 to that." 6 They should know, and it shouldn't be a 7 shake-up. 8 It shouldn't be, "Jacksonville Housing 9 Authority is having ..." 10 No. It's just -- 11 COMMISSIONER WEATHERBY: I know, but you know 12 it's going to be. 13 COMMISSIONER ROGERS: -- it's going to be. 14 So I'm not sure how we, through communication, 15 really get the word out. 16 We got new leadership, and changes will 17 come. We may see more changes, again, 18 and the shake-up is not ... 19 CHAIRWOMAN REYES: Yes. 20 COMMISSIONER ROGERS: So, how do we address 21 that so that we're not waking up on Saturday 22 morning -- 23 COMMISSIONER WEATHERBY: That's why we hired 24 a new leader, to make changes. 25 CHAIRWOMAN REYES: Commissioner Brock and	1 to try to change that narrative. That's very 2 important. 3 Unfortunately, no matter how well you do it 4 or how you say it, it's a better story to be 5 negative. 6 COMMISSIONER BROCK: Yeah. 7 COMMISSIONER HOROVITZ: It's much more 8 sensational. Anyone who has been in business 9 for a long time -- a new leader comes in -- 10 there will be leadership changes. 11 That's a very normal process for an 12 organization, but it sounds much better, 13 "Shake-up at the Troubled Agency." 14 Right? 15 So, as hard as we'll try -- as hard as we're 16 going to execute on this plan under our new 17 leader, it will take time. Lots of great examples 18 of all the good things that we're doing for us to 19 get there. 20 We did work on a statement that I thought 21 was very well constructed. 22 And a reasonable person would have read that, 23 and said, "Yes. That is absolutely -- that's 24 right. I'm excited about this new direction." 25 You know, it's unfortunate that we're
Page 38	Page 40
1 then Commissioner Horovitz. 2 COMMISSIONER BROCK: Madam Chair to 3 Commissioner Rogers's statement, I, too, 4 thought about a lot of things that came out this 5 time on the news, because they still running the 6 thing about the utility cards. 7 That information is not true. There was no 8 misappropriation of the utility cards, 9 and I pleaded with the CEO that we had in place to 10 get our media person to give a statement to the 11 media that that wasn't true before he left. 12 I say, "Please put that back out there 13 so that people don't keep looking at us just like 14 what Commissioner Weatherby is saying and 15 Commissioner Rogers is saying -- that they don't 16 keep looking at our integrity that, you know, 17 something is not being done correctly. 18 So, yeah. I'm with that. I'm with what 19 Commissioner Rogers and Commissioner Weatherby was 20 saying. 21 CHAIRWOMAN REYES: Commissioner Horovitz. 22 COMMISSIONER BROCK: Thank you. 23 COMMISSIONER HOROVITZ: Yes, thank you. 24 Through the Chair, I completely hear you, 25 and I know that we're working with our media team	1 spending so much time talking about all of this, 2 but it's a very healthy conversation. 3 And I'm ready to move forward. 4 CHAIRWOMAN REYES: Commissioner Weatherby. 5 COMMISSIONER WEATHERBY: Sometimes the truth 6 is negative, and we don't control that narrative. 7 You're talking about an agency that has obviously 8 a lot of employees, and they have their feelings. 9 And they have their free speech, and we do not 10 control that. 11 COMMISSIONER HOROVITZ: Absolutely. 12 COMMISSIONER WEATHERBY: Yeah. And so I 13 think a level of sensitivity to that is something 14 we should look at for the future. 15 COMMISSIONER HOROVITZ: Sure. Absolutely. 16 But I do believe, at this level as board 17 members, it is not our job to manage employees' 18 feelings. And I feel like, if we are doing that, 19 we are crossing the line, and we need to work on 20 our boundaries. 21 And, if that needs to be a policy, 22 then we need to be making sure that we're not so 23 invested personally. 24 And I know that sounds harsh and cold, 25 but that's not our role, to have feelings about

5-16-25 JHA BOC HR Committee Meeting

Page 41	Page 43
1 how this might impact ... 2 And maybe I'm being out of line in saying 3 that, but it feels like we're getting a little -- 4 there is a gray area about how invested we are 5 in any particular employee, which I think crosses 6 the line as a board member. 7 COMMISSIONER WEATHERBY: I will respectfully 8 disagree, that it is our role to protect the 9 agency's reputation, to protect our employees as 10 fairly as we possibly can. 11 They've been through a lot, and, again, 12 I am looking forward. That's why I was asking for 13 clarification of the rules, the regulations, 14 the processes, and it appears that all of those 15 processes were followed. 16 COMMISSIONER HOROVITZ: Yes. 17 COMMISSIONER WEATHERBY: Yes. I'm not 18 questioning that at all. 19 But I'm just saying, for the future, 20 we know this community, and, having spent three 21 years and nine months on the JEA Board, 22 we really know this community and how everything 23 we do is under a microscope. 24 And I'm not saying that's wrong, 25 but it's just a fact. And I personally feel	1 CHAIRWOMAN REYES: -- literally, the first 2 thing I said, right, was, "Change is the only 3 constant in life." 4 And we knew back then that change was coming, 5 and we've been planning for change. So, to that 6 extent, I think we're all very excited about the 7 direction the agency is going to take under your 8 leadership. 9 My feelings, independent of employee 10 feelings, is more about the fact that, 11 when you came on -- and I expressed this in my 12 communication -- when you came on, there was a 13 statement that you would be observing for the 14 first 30 days to watch, to learn, to ask 15 questions. 16 And, obviously, just, you know, the rapid 17 nature of those big, initial changes was what was 18 shocking and then the media coverage. 19 So, for me, it's not about the operations. 20 For me, it was more about the -- you know, having 21 that really established communication so that we 22 are working and operating in the spirit of a 23 partnership and support. 24 To Commissioner Shirley's point, we are all 25 here.
Page 42	Page 44
1 really good that we've had this discussion, 2 and there seems to be agreement that, you know, 3 it's not a perfect world. But we can always 4 strive to make it better. 5 I personally didn't think we needed to have 6 a schedule of the builder's timeline for building 7 the five new houses. I thought that was rather in 8 the weeds, but, you know, I'm not one to stifle 9 conversations. 10 So I feel that we have a pretty good 11 consensus in the group. I don't have anything 12 else to say about that, but I do feel much better 13 knowing what the actual requirements are, 14 what's legal versus what's moral or whatever. 15 Those are, you know, soft power words 16 I know, but I feel like we've got a good 17 understanding going forward. And that's my only 18 intention. 19 CHAIRWOMAN REYES: All right. If there is 20 no further discussion under, "New Business," 21 I'll just close off my comments. 22 When I took over as the HR Committee Chair of 23 the HR Committee a year-and-a-half ago -- 24 I don't remember -- 25 COMMISSIONER WEATHERBY: Ten years.	1 We're in one team, right? 2 We're all attacking the problem. We're not 3 attacking a person or the person. We are 4 attacking the problem, and right now the problem 5 is we want to get the agency in its best shape 6 possible. 7 And so, to Commissioner Rogers's point, 8 you know, consistent communication is what's going 9 to strengthen our ability to support you and the 10 mission of the agency. 11 And so, ultimately, what I would like more is 12 just the transparency, and I think we can get 13 that. This is a learning curve. We're all 14 learning, right, how to work with our new CEO. 15 She's learning us. 16 But it really does have to be a very 17 intentional team effort moving forward, 18 and I think, from where we have been at for the 19 past year, I know this board is extremely 20 dedicated to this cause. And we are very 21 passionate about making this work. 22 And, you know, we're going to be watching you 23 like a hawk in the best way possible, right, 24 and offering support and guidance in whatever 25 capacity we can.

5-16-25 JHA BOC HR Committee Meeting

Page 45	Page 47
1 MS. CORBETT: Thank you. 2 CHAIRWOMAN REYES: All right, all right. 3 If there are -- 4 COMMISSIONER ROGERS: We have old business. 5 CHAIRWOMAN REYES: -- oh, I'm so sorry. 6 Commissioner Brock, I apologize. 7 What was the old business you wanted to 8 discuss? 9 COMMISSIONER BROCK: I do apologize that 10 I slipped on that, Madam Chair. 11 CHAIRWOMAN REYES: That's okay. 12 COMMISSIONER BROCK: But I want -- 13 because I know we have another committee meeting. 14 I want to circle these minutes to the board -- 15 to the HR. 16 Because I think we need to review these 17 minutes, because this was a lot of discussion. 18 Can you pass that to the Chair, please? 19 It was the September 30th meeting, 20 and it was a lot of discussion that we did -- 21 Commissioner Rogers, can you circle that, 22 please? 23 COMMISSIONER BROCK: -- that we did on -- 24 about our staff and their retroactive pay. 25 And so it starts on Page 33.	1 morning, Commissioner Weatherby, Commissioner 2 Rogers, Madam Chair of our board -- all of them 3 have made some -- all of y'all have made some 4 great comments. 5 And I really think we need to review these 6 minutes to look at them to see what we said in 7 these minutes that we should do based on -- 8 and, like I say, it's a really extensive 9 conversation in it. 10 I didn't highlight it all, but I started it. 11 Because it was on -- it starts on Page 33. 12 And so, if we could, Madam Chair, I would ask you 13 if we could -- I know I don't want to run into the 14 other meeting, the finance meeting -- but, if we 15 could, review these minutes and come back with 16 some good discussions on this about the staff. 17 Thank you. 18 CHAIRWOMAN REYES: So, are we at liberty to 19 discuss this right now because of the bargaining? 20 MR. WILSON: It's not listed, but I mean it's 21 within your purview I believe if you wanted to 22 discuss it, or it can be tabled to the next 23 meeting. It's your decision. 24 CHAIRWOMAN REYES: Well, I saw -- like in the 25 book, we have, "Collective Bargaining Shade
Page 46	Page 48
1 We don't have to open up. I highlighted that 2 -- just only that -- but you can go through it 3 yourself and highlight it. 4 And, Madam Chair, if we want to, 5 at the next HR meeting do our discussion on it, 6 I would really be grateful. 7 Because I think we really need to look at the 8 things that we talked about in this particular -- 9 and the motions that was made, all of the 10 questions that was asked, because it was centered 11 around the staff pay. 12 And so -- and this was our September 30th 13 minutes -- 2024 -- and so I really think that we 14 need to look at it based on what we just did with 15 our staff when we had our board meeting. 16 And, as I stated in our board meeting, 17 we have always retroacted back our staff to the 18 fiscal year, and those -- that is in these 19 minutes. 20 And so I just ask, as Commissioner Shirley 21 stated so well, not getting into daily operation 22 or anything of that nature, but I just think this 23 is something that we're looking at -- that we need 24 to look at. 25 And all of -- all of my colleagues this	1 Meeting," but it says, "April 25th," on it. 2 Are we supposed to have -- 3 COMMISSIONER WEATHERBY: We already did that. 4 MR. WILSON: Yes. We've done that. 5 That was the last -- 6 CHAIRWOMAN REYES: -- right, right. No. 7 I was here. I didn't know why it was in the 8 binder or if we were doing something today. 9 MS. CORBETT: It's just a reference to it. 10 CHAIRWOMAN REYES: Are we having a shade 11 meeting today? 12 MS. CORBETT: No. 13 MS. BROWN: No. 14 CHAIRWOMAN REYES: Okay. 15 COMMISSIONER HOROVITZ: If I may -- 16 CHAIRWOMAN REYES: Commissioner Horovitz. 17 COMMISSIONER HOROVITZ: -- I want to take 18 some time reading all of this, and I don't think 19 it will take me a lot of time. I'm actually not 20 sure I understand what we're looking for. 21 That would help me, but I do think we should take 22 this away and come back to our next meeting, 23 if that's all right. 24 COMMISSIONER BROCK: Right, right. 25 That's what I said. Yeah, yeah.

5-16-25 JHA BOC HR Committee Meeting

Page 49	Page 51
1 COMMISSIONER HOROVITZ: Yeah, yeah. 2 Can you help me, through the Chair, 3 understand? 4 So I know in our last board meeting, 5 we voted to give 3 percent. 6 COMMISSIONER BROCK: 3 percent. 7 COMMISSIONER HOROVITZ: And this was a long 8 time ago. I don't remember anything else we 9 discussed in this meeting, the September board 10 meeting. 11 But you are asking if that 3 percent should 12 go back to September? 13 Is that the question? 14 COMMISSIONER BROCK: Not September. 15 October 1, our fiscal year, is what I'm saying, 16 and I said that several times -- 17 COMMISSIONER HOROVITZ: Okay. 18 COMMISSIONER BROCK: -- that we always have 19 retroacted back our staff pay. 20 COMMISSIONER HOROVITZ: Sure. 21 COMMISSIONER BROCK: And, like I say, 22 I'm not getting into daily operations, 23 but we plainly asked some hard questions in this 24 meeting. 25 "Was the money there?"	1 October 1, 2024 through September 30th of 2025. 2 COMMISSIONER HOROVITZ: -- got it. 3 COMMISSIONER BROCK: That's what this here 4 packet would be about. 5 COMMISSIONER HOROVITZ: Two questions to make 6 sure that I'm looking at this -- one -- 7 well, first, a statement. 8 I think we've talked about this. 9 Just because we've always done something a certain 10 way, it doesn't mean that we'll continue to do 11 that moving forward. I think that's healthy to 12 change the way we've always done things. 13 My question is, in this packet, do we agree 14 to retroactively? 15 COMMISSIONER BROCK: (nodded head 16 affirmatively) 17 COMMISSIONER HOROVITZ: So we voted and 18 agreed to do -- that this would have happened 19 before our CEO came, and we hadn't agreed to do 20 any raises. 21 But you're saying in here I will find that we 22 voted and approved to retroactively give raises? 23 COMMISSIONER ROGERS: It was not a vote. 24 COMMISSIONER SHIRLEY: No, we did not. 25 COMMISSIONER BROCK: No.
Page 50	Page 52
1 The answer was, "Yes." 2 I didn't want to get into it, because, 3 like I said, I don't want to run into finance. 4 And I want to give all of the colleagues an 5 opportunity to read the minutes and to see the 6 different things that was asked and the different 7 answers that were given. 8 CHAIRWOMAN HOROVITZ: Okay. 9 COMMISSIONER BROCK: I even remember 10 Commissioner Rogers asking -- making a point and 11 asking a question that -- "Could we see the 12 numbers --" 13 COMMISSIONER HOROVITZ: Sure -- 14 COMMISSIONER BROCK: "-- to see if we could 15 retroact back to October 1?" 16 COMMISSIONER HOROVITZ: -- okay. 17 COMMISSIONER BROCK: And so I just -- 18 like I say, I just wanted us, as we all have said 19 that we want to be transparent, we want to be 20 people of integrity and all of these things, 21 and I just thought that this would be good for us 22 as a team as a board to look at our comments -- 23 COMMISSIONER HOROVITZ: Got it -- 24 COMMISSIONER BROCK: -- and what we said in 25 this board. Because this was for the fiscal year	1 CHAIRWOMAN REYES: It was a conversation. 2 COMMISSIONER BROCK: It was conversation. 3 Yeah. It was conversation, but what I'm saying 4 is our culture here at the ... 5 And I hear what you're saying about changes 6 and all of that stuff. I do. I hear it, 7 but we have always done that. We have always done 8 that for our employees. 9 And, like I say, it was always -- and it was 10 asked, and we never got -- we never got the 11 numbers to see if we could retroact back to 12 October 1. 13 We asked the question -- excuse me. 14 Commissioner Rogers asked the question, 15 and we never got those numbers in a way that 16 we could see if we could do it back to 17 October 1. 18 And so I just wanted us to see -- 19 COMMISSIONER HOROVITZ: Sure -- 20 COMMISSIONER BROCK: -- the discussions that 21 we had leading up to our fiscal year -- 22 COMMISSIONER HOROVITZ: -- sure -- 23 COMMISSIONER BROCK: -- because that's what 24 this meeting was about. 25 COMMISSIONER HOROVITZ: -- but we discussed

5-16-25 JHA BOC HR Committee Meeting

Page 53	Page 55
1 and decided that we wouldn't do retroactive and 2 that we would do it starting when Ms. Corbett 3 started. 4 COMMISSIONER WEATHERBY: I don't recall 5 that. 6 Did we vote on that? 7 COMMISSIONER ROGERS: We did. 8 CHAIRWOMAN REYES: Yes, we did. That was the 9 last meeting that we had. 10 COMMISSIONER SHIRLEY: Just for the sake of 11 comment, I just want to state that -- 12 MS. TEODORESCU: I'm sorry to interrupt. 13 But, just to make sure, you can discuss whatever 14 was discussed with the board in the board meeting 15 where the resolution was voted on. 16 You should not be discussing anything that 17 was discussed in the shade meeting. 18 COMMISSIONER WEATHERBY: Understood. 19 MS. TEODORESCU: I'm just trying to caution 20 everyone to make sure what's being discussed. 21 COMMISSIONER HOROVITZ: Yes. Those meetings 22 right now are blurring together for me. 23 So I'm just going to take a break then. 24 COMMISSIONER SHIRLEY: That was my comment, 25 that we maybe pause on this conversation.	1 and that, if the board -- if the board don't see 2 why we should go back, then I'm okay with it. 3 I just wanted us to see these minutes, 4 see how we voted and that we had said initially 5 -- and that we had asked and we never got it -- 6 the information so that we could look at 7 retroactive back to October 1. We never got the 8 numbers to see. 9 COMMISSIONER SHIRLEY: I fundamentally see it 10 differently I guess. 11 COMMISSIONER BROCK: Okay. 12 COMMISSIONER SHIRLEY: Because we get monthly 13 statements of our financials, and, specifically, 14 in the last meeting where we made the decision, 15 we acknowledged that that had been our pattern. 16 We acknowledged that that was something that we 17 talked about, but we also acknowledged that we are 18 in a different economic state today than where we 19 were in September and that, based on that, 20 we asked specifically about our ability to carry 21 forward the raises as was presented. And we got 22 from our CFO the assertion that that was something 23 that we had the ability to do based on our current 24 financial state. 25 But, what are we trying to do moving forward?
Page 54	Page 56
1 CHAIRWOMAN REYES: They were back-to-back 2 meetings. Yes. So I think the appropriate thing 3 here to do is to set this for an actual action 4 item at the next HR meeting or the next board 5 meeting. 6 What's the appropriate -- 7 COMMISSIONER WEATHERBY: HR. 8 COMMISSIONER BROCK: HR. 9 CHAIRWOMAN REYES: -- HR. Yes. So let's go 10 ahead -- and, is there -- I mean September can't 11 be the last time we had a conversation about this. 12 Are there any other minutes that would give 13 ... 14 COMMISSIONER SHIRLEY: In reference to the 15 next meeting, what is the desired intent in having 16 the discussion once, again? 17 What is the intent of rediscussing now that 18 we've made a discussion and that we've moved 19 forward? 20 What's the intent of us going back, 21 to just review our posture, or what is the intent 22 of us going back and reviewing? 23 COMMISSIONER BROCK: I wanted us -- yes. 24 I wanted us to review our posture that we had in 25 this meeting and the discussions that we had,	1 COMMISSIONER BROCK: (shook head negatively) 2 COMMISSIONER SHIRLEY: So, are you saying 3 that you want further discussion on financially 4 being able to do more than that and reopen the 5 discussion on going back further? 6 I just want to understand what our action 7 coming out of the discussion would be. 8 COMMISSIONER BROCK: Yes. Most definitely. 9 So you're saying that you were clear on that 10 we could not retroact back to October 1? 11 Is that what you're saying? 12 Based on the -- because I understand we're 13 basing it on the decision of the country. 14 I understand that. 15 COMMISSIONER HOROVITZ: No. 16 COMMISSIONER SHIRLEY: No, not of the 17 country. Of our organization. 18 COMMISSIONER BROCK: Well, organization. 19 Okay. Because I know, "country," did come up. 20 They -- some was saying -- 21 COMMISSIONER SHIRLEY: Uncertainty of 22 economic standing and whether or not funds 23 were going to be pooled and things like 24 that. 25 MR. WILSON: Perhaps we should consider

5-16-25 JHA BOC HR Committee Meeting

Page 57	Page 59
1 tabling this until the next board meeting, 2 because some of the stuff may have been grazed 3 in the shade meeting. And we don't want to broach 4 that confidentiality. 5 COMMISSIONER SHIRLEY: So we're just clear 6 that there is an action that is being desired to 7 come out of the discussion. 8 That's what you're saying? 9 COMMISSIONER BROCK: Uh-huh. 10 COMMISSIONER ROGERS: Again, through the 11 attorney -- 12 CHAIRWOMAN REYES: Commissioner Rogers. 13 COMMISSIONER ROGERS: -- I guess to Adina, 14 because we are getting into -- I'm confused as to 15 what we can discuss and not discuss being that we 16 did discuss some things in the shade meeting. 17 But we can't discuss ... 18 So, if we were to bring this back, 19 it appears we're still going to be blurring this 20 line between what we can discuss. So help me 21 understand the direction. 22 MS. TEODORESCU: That's the problem. 23 You have to realize that you approved actions that 24 are taken in collective bargaining, but you also 25 have to be consulted. Because you have to give	1 obviously, and, if we stay with what's in the 2 minutes -- 3 COMMISSIONER BROCK: Right. 4 COMMISSIONER ROGERS: Correct. But -- 5 COMMISSIONER WEATHERBY: -- and I don't think 6 we're talking about collective bargaining. 7 I think we're talking about employees who are not 8 subject to collective bargaining. 9 COMMISSIONER SHIRLEY: If she's looking for 10 us to take action to do something in addition to 11 what we've already done, then that level of 12 conversation needs to happen in shade and not a 13 general meeting. 14 CHAIRWOMAN REYES: I think -- 15 COMMISSIONER ROGERS: I'm sorry. Let me 16 just close out my thought. 17 Thank you, Commissioner Shirley. 18 If the question is just going back and review 19 and then come back, and say, "We reviewed these," 20 then that's one thing. 21 But, if we're going to take action, 22 that's something totally different. 23 That's why I guess we need clarification as 24 to, what is the request? 25 Because, if we're going to take action,
Page 58	Page 60
1 direction to JHA what we can do and cannot do in 2 collective bargaining. 3 So, to that extent, those discussions have to 4 take place in the shade. 5 COMMISSIONER ROGERS: So we have to have a 6 shade meeting. 7 MS. TEODORESCU: They are forever -- 8 COMMISSIONER SHIRLEY: That's why I was 9 asking. 10 MS. TEODORESCU: -- forever conversations. 11 It's never advisable for a board member to express 12 an opinion or take a position on a term of 13 collective bargaining in public, because that is 14 to the disadvantage of the authority. 15 COMMISSIONER ROGERS: Okay. Thank you. 16 And, through the Chair, so, to Commissioner 17 Brock, is your ... 18 Thank you, Commissioner Shirley. I think you 19 and I are on the same page. 20 So your recommendation is to have a shade 21 meeting to discuss it, because we would have to 22 have a shade meeting in order to -- 23 COMMISSIONER SHIRLEY: If you want action. 24 COMMISSIONER WEATHERBY: Well, I'm sorry to 25 chime in. The minutes are public record	1 I think we have to have a shade meeting. 2 COMMISSIONER SHIRLEY: Correct. 3 COMMISSIONER ROGERS: And so, if your 4 request is reviewing and you want a different 5 action, then I think that's a totally different 6 motion or request than just going back and 7 reviewing it. 8 Am I not understanding that? 9 COMMISSIONER BROCK: Go ahead. 10 COMMISSIONER WEATHERBY: All right. 11 I was just going to say I didn't get the idea that 12 Commissioner Brock was promoting any specific 13 action or asking for action. 14 My impression is that she wants us to discuss 15 it. That's my impression, and, if I'm wrong, 16 please clarify. 17 COMMISSIONER ROGERS: But I think if we just 18 -- I'm sorry. We discussed this at the last 19 meeting. We took an action at the last meeting. 20 With all due respect, Commissioner Brock, 21 we did discuss this. We're now being asked to 22 review what has been discussed. 23 I'm a little shaky or weary if we're just 24 going to discuss it. 25 Certain things we can't discuss unless

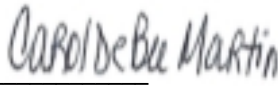
5-16-25 JHA BOC HR Committee Meeting

Page 61	Page 63
1 we're saying, "Hey, we're going to discuss what's 2 in the minutes." 3 I'm happy to do that. 4 COMMISSIONER WEATHERBY: Right. And I don't 5 have a position either way. I don't care if we do 6 or we don't. 7 COMMISSIONER ROGERS: What is the action 8 item? 9 COMMISSIONER WEATHERBY: I'm trying to be 10 clear. 11 MS. TEODORESCU: If I may, always keep in 12 mind any discussion of pay is related to 13 collective bargaining, because any decision as to 14 pay would have to be collectively bargained. 15 So pay goes with collective bargaining, 16 and it should be discussed in the shade so that 17 JHA has direction as to what to bargain for. 18 And that's why this is difficult. It has to 19 be done in the shade. 20 COMMISSIONER ROGERS: Right. 21 MS. TEODORESCU: And, if we need to call a 22 shade meeting, then we can schedule a shade 23 meeting. 24 COMMISSIONER ROGERS: With all due respect, 25 what I'm hearing from Commissioner Brock --	1 could all see what our posture was that we said 2 leading up to this fiscal year right here. 3 Because this is the fiscal year that we're in 4 of what we said in the September 30th board 5 meeting. This was the board meeting. This was 6 not a committee meeting. This was our big board 7 meeting. 8 COMMISSIONER ROGERS: And, again -- 9 CHAIRWOMAN REYES: Go ahead, Commissioner 10 Rogers. 11 COMMISSIONER ROGERS: -- I'm sorry. 12 Through the Chair and, with all due respect, 13 Commissioner Brock, I agree with you. 14 What my disagreement is is for us to discuss 15 this in our next HR meeting, because I mean we're 16 still going to be in this same position. 17 COMMISSIONER BROCK: Yes. 18 COMMISSIONER ROGERS: So the question 19 becomes, again, with all due respect, if that is 20 your request, then I think the request should be 21 or the recommendation should be, in my humble 22 opinion, to have a shade meeting so we can have 23 an open discussion. 24 CHAIRWOMAN REYES: Uh-huh. 25 COMMISSIONER ROGERS: But --
Page 62	Page 64
1 correct me if I'm wrong -- but what I'm hearing 2 from you is something different. 3 You said, "Historically, we go back to 4 October." 5 And so, if that's the discussion and you're 6 asking for action, then we need to deal with that 7 in the shade. 8 COMMISSIONER BROCK: And I do understand 9 that. 10 COMMISSIONER ROGERS: Okay. So, what is the 11 request? 12 COMMISSIONER BROCK: And that's why I was 13 saying ... 14 Madam Chair, I'm sorry. 15 CHAIRWOMAN REYES: Go ahead, Commissioner 16 Brock. 17 COMMISSIONER BROCK: That's why I was saying 18 that, if we review the minutes, then, 19 once we review it and we come back -- it gets on 20 the agenda, and we come back. 21 And then we say, "Okay. We do need to have 22 a shade meeting because of what our minutes said." 23 That's what I was saying, and so I wasn't 24 asking for an action today. I wasn't asking to do 25 a motion. I just wanted to circuit so that we	1 COMMISSIONER BROCK: Okay. 2 COMMISSIONER ROGERS: -- if the request is to 3 -- 4 COMMISSIONER BROCK: No. 5 COMMISSIONER ROGERS: -- I mean I'll yield to 6 the board. 7 CHAIRWOMAN REYES: Right. I don't think we 8 can have a conversation about this without it 9 being in the shade is what I'm understanding. 10 COMMISSIONER BROCK: Okay. 11 CHAIRWOMAN REYES: So I think the 12 recommendation is to schedule a shade meeting. 13 COMMISSIONER BROCK: Okay. 14 CHAIRWOMAN REYES: I don't know when that 15 will happen. 16 COMMISSIONER HOROVITZ: Oh, I'm sorry. 17 I'm not sure we need to do that. Let's review the 18 minutes, and then let's decide if we need to do 19 that. 20 In my opinion, just based on all the 21 conversations we've had, that's not necessary. 22 We have discussed this. We have made a decision, 23 and we have moved on from it. 24 I am not sure why we are revisiting it, 25 but, out of respect, I'll review the minutes and

5-16-25 JHA BOC HR Committee Meeting

Page 65	Page 67
1 see if that's not -- I think we need -- go ahead. 2 CHAIRWOMAN REYES: I agree that we've 3 discussed it, and we've voted on it. But, also, 4 we can't continue talking about it without being 5 in shade. So I think we need to have a shade 6 meeting just to talk about it. 7 COMMISSIONER HOROVITZ: But, why are we 8 still talking about it? 9 That's what I don't understand. 10 Why do we need to talk about it, again? 11 That's what I'm confused about. 12 Why do we have to have another shade meeting? 13 CHAIRWOMAN REYES: We can't talk about pay 14 right now. We can't have a conversation about 15 pay. We can't have a conversation about numbers 16 -- 17 COMMISSIONER WEATHERBY: I defer to the 18 attorneys always. 19 CHAIRWOMAN REYES: -- from what I'm 20 understanding from Adina. 21 I agree that we have voted. I agree, 22 as well, but, from what Adina is saying, 23 we can't continue to have a conversation about it 24 without being in shade. 25 COMMISSIONER HOROVITZ: And I'm sorry.	1 And it's the administration that comes to the 2 board, and says, "We would like to have a shade 3 meeting to tell you what we intend to do in 4 collective bargaining and to get guidance from the 5 board whether this is the right direction or 6 whether it needs to be changed." 7 JHA has done this, and there has been a shade 8 meeting. And the board has given direction for 9 collective bargaining. 10 I don't hear JHA saying that they need 11 another shade meeting -- requesting that of the 12 board. This appears to be a board-driven 13 discussion, but it's about a matter that's related 14 to collective bargaining and can put the agency at 15 a disadvantage in collective bargaining if it 16 continues to be discussed publicly. 17 CHAIRWOMAN REYES: So, any -- 18 Commissioner Shirley. 19 COMMISSIONER SHIRLEY: I'll just say, 20 with all due respect, I think that the why we're 21 having the conversation is because we have 22 Commissioner Brock, who I respect, who feels 23 passionately about this topic that is just asking 24 us to have the conversation. 25 And, in respect for our colleague,
Page 66	Page 68
1 What I'm saying is, "Why are we talking about 2 it at all anymore?" 3 Like why do we need to talk about it at all? 4 I think that we've talked about it, 5 and we're done. 6 Am I wrong? 7 MS. CORBETT: This is most definitely prior 8 to my arrival, right, but, with that said, 9 if you're recommending, Adina, to -- I will say 10 this. 11 You know -- and not to get into the shade 12 details -- but we did a lot of compromise to be 13 able to achieve at least a 3-percent increase for 14 every employee within the agency. 15 But right now today I just still want to 16 just address this issue, that, when we think of 17 HUD, you know, there are so many changes that are 18 occurring from a budgetary standpoint that nine 19 times out of ten, this may truly be impossible to 20 go back to that; however, I'm going to let Adina 21 chime in in regards to that. So ... 22 MS. TEODORESCU: I think this is a rather 23 novel situation. Normally, with collective 24 bargaining, the administration management tries to 25 determine what to do in collective bargaining.	1 I'm willing to have the conversation, 2 but I want to have it in the appropriate posture. 3 And so that is under shade to satisfy the 4 ability for us to take up a matter that is so 5 important, and may not be a lengthy discussion. 6 It may be something that we can do in a specific 7 time frame and give a limited amount of time to 8 for us to then move out of shade to our additional 9 meetings. 10 I'm willing, out of respect to my colleague, 11 to at least have the conversation. 12 COMMISSIONER HOROVITZ: Absolutely. 13 COMMISSIONER SHIRLEY: I think that's all 14 that's -- 15 COMMISSIONER HOROVITZ: And I mean no 16 disrespect, and really it's just I feel like 17 we've talked about this a lot -- 18 COMMISSIONER SHIRLEY: I agree. 19 COMMISSIONER HOROVITZ: -- and so -- 20 and I apologize for showing any frustration 21 or just fatigue on it. 22 I'm happy to have a conversation about it. 23 I'm happy to. My feeling was more, "I feel like 24 we've done this already," but happy to do it, 25 again.

5-16-25 JHA BOC HR Committee Meeting

Page 69 1 CHAIRWOMAN REYES: Yeah. And I think we can 2 also look at it as an opportunity to kind of have 3 this conversation about the adjustment of change. 4 Right? 5 And, to your point, Commissioner Horovitz, 6 just because we've done things in the past, 7 you know, a certain way doesn't mean we're going 8 to continue to. 9 So we can also look at it as an opportunity 10 to have a conversation of what it looks like to 11 accept this change moving forward. 12 COMMISSIONER WEATHERBY: I think we can all 13 agree that that -- we're going to have some of 14 these uncomfortable conversations. We just have 15 them in the right posture. 16 COMMISSIONER WEATHERBY: Okay. 17 CHAIRWOMAN REYES: Okay. So I think the 18 final recommendation then is to go ahead and 19 schedule and notice a shade meeting. 20 I do agree with Commissioner Shirley. 21 We should probably put a cap on it. I know we 22 could talk about it. 23 So maybe, is a 30-minute conversation 24 sufficient? 25 Do we think 30 minutes is sufficient?	Page 71 1 So, yeah. We don't have to spend a whole lot 2 of time on it, but, you know, just to be fair, 3 I think it's, "fair." I know that's a dirty word, 4 but just to be fair. 5 CHAIRWOMAN REYES: Okay. If we have no more 6 comments, we will adjourn. 7 (Whereupon, the proceedings in the 8 above-titled cause concluded at 10:12 a.m.) 9 --- 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25
Page 70 1 COMMISSIONER SHIRLEY: I think, if we do the 2 homework and look at the minutes as provided, 3 then we should be able to have that in that time. 4 CHAIRWOMAN REYES: I agree 100 percent. 5 And we do appreciate your passion, 6 Commissioner Brock, because we know that you are a 7 big champion for JHA employees. So we do mean 8 that. 9 COMMISSIONER BROCK: No. I'm a champion for 10 everybody, residents, as well as employees. 11 COMMISSIONER SHIRLEY: Having that 30-minute 12 discussion -- would that meet your desires? 13 COMMISSIONER BROCK: I think it would. 14 I think it would, Commissioner Shirley. 15 CHAIRWOMAN REYES: Okay. Commissioner 16 Weatherby. 17 COMMISSIONER WEATHERBY: Once again, 18 I agree with Commissioner Shirley's comments -- 19 really well said -- that I don't think -- 20 unless there is a really good reason to, 21 I don't think we should shut down a commissioner's 22 concern. 23 I agree that we've talked about it and done 24 all of this, that and the other, but I wouldn't 25 want my concerns to be just, you know, dismissed.	Page 72 1 C E R T I F I C A T E 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 22nd day of May, 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