

Housing Authority of the City of Laredo
Regular Board of Commissioners Meeting
and Budget Workshop
Zoom Video Link:
<https://us02web.zoom.us/j/87073282602>
Call in Number: 1-346-248-7799
Webinar ID: 870 7328 2602
LHA Board Room
2000 San Francisco Ave.
Laredo, Texas 78040
Friday, February 26, 2021
12:00 P.M.

Board of Commissioners

Jose L. Ceballos, Board Chairman
Dr. Sergio D. Garza, Vice-Chairman
Anita L. Guerra, Commissioner

Dr. Marisela Rodriguez Tijerina, Commissioner
Gloria Ann Freeman, Resident Commissioner

NOTE: Due to recent COVID-19 health concerns, this meeting will be held by telephonic/video conferencing and the public may join via conference call number or via website provided above.

A-21-R-03

Minutes

February 26, 2021

1. CALL TO ORDER

Chairman Jose L. Ceballos called the meeting to order at 12:06 p.m.

2. INVOCATION PRAYER

Commissioner Ms. Freeman led them in prayer: "Heavenly Father, today we pray for those we have lost and for those who are still suffering from this storm that ravaged our state; we pray for all those lost to COVID and their families; we pray that you give us knowledge and wisdom on our daily decisions and we thank you Lord for all that you give us; we pray for our community, our state and our country in Jesus name, Amen."

Chairman Ceballos thanked Commissioner Ms. Freeman and stated that it was a very nice prayer.

3. PLEDGE OF ALLEGIANCE Chairman Ceballos led them in the recital of the pledge.

4. ROLL CALL AND DECLARATION OF QUORUM Mrs. Mary Gaona, Executive Director, proceeded with roll call and Chairman Ceballos stated that they had a quorum.

Chairman Ceballos stated that he has a time constrain today and will be in the meeting up until 5 mins. to 1 p.m. and mentioned that Mrs. Gaona thinks they can get everything done; if not, he will ask Vice-Chairman Dr. Garza to continue with the meeting.

Chairman Ceballos mentioned that Mrs. Gaona would like to take some action in executive session regarding recommendations for staffing for some management positions.

Commissioners Present

Jose L. Ceballos, Chairman (by zoom)
Dr. Sergio D. Garza, Vice-Chairman (by zoom)
Anita Guerra, Commissioner (by zoom)
Gloria Ann Freeman, Resident Commissioner (by zoom)

Commissioners Absent

Dr. Marisela Rodriguez Tijerina,
Commissioner

Staff Present

Mary Gaona, Executive Director (by zoom)
Robert Peña, Director of IT (by zoom)
Melissa Ortiz, Director of Section 8 (by zoom)
Bulmaro Cruz, Director of Construction Projects (by zoom)
Diana Cruz, Human Resource Manager (by zoom)
Jessica Martinez, Director of Community and Economic Development (by zoom)
Sara Vicharelli, Interim Director of Housing Management (by zoom)
Jennifer Barrientos, Director of Finance (by zoom)
Ricardo De Anda, Attorney (by zoom)

Others Present

5. CITIZENS COMMENTS

This is the opportunity for visitors and guests to address the Board of Commissioners on any issue. The Board may not discuss any presented issue, nor may any action be taken on any issues at this time. There will be a 3-minute limitation per speaker. (Texas Attorney General Opinion-JC-0169)

Chairman Ceballos stated that there was nobody present or online, so there were no public comments.

6. DISCLOSURE OF CONFLICTS OF INTEREST FOR BOARD OF COMMISSIONERS AND STAFF

Chairman Ceballos stated that there were no disclosures.

7. BUDGET WORKSHOP

Review and discussion of the Laredo Housing Authority's annual operating budget for fiscal year ending March 31, 2022. The workshop will provide an overview of the proposed budgets for the upcoming fiscal year.

Chairman Ceballos stated that the purpose for the meeting is to have a budget workshop and it will be the opportunity for Mrs. Gaona to kind of layout the next year's fiscal budget and mentioned that they will not take action on it today; it will be more of a presentation and if they should have any questions, it will be the opportunity to ask any questions and to provide any directives for Mrs. Gaona to work on in between now and the next meeting and mentioned that it needs to be approved at one of the March meetings. Mrs. Gaona mentioned that they have it scheduled for the first meeting in March, if possible.

Ms. Barrientos presented to the Board and mentioned that she is presenting the proposed operating budget for the agency for the fiscal year for next year which starts April 1, 2021 through March 31, 2022 and presented an overview of all the revenues and expenses and stated that the projected

revenue is \$18,654,907.00 and projected expenses are \$17,827,490.00, leaving a net cash flow of \$827,416.00 and informed that they have \$479,403.00 in net cash flow in defederalized funds.

For the COCC Ms. Barrientos stated that they have a total revenue of \$1.5M with expenses of \$1.3M, leaving a net cash flow of \$194,000.00. Chairman Ceballos asked Ms. Barrientos to quickly remind the Board what COCC means and what it is used for. Ms. Barrientos stated that it is the central cost center with the management team which is Finance, IT Department, the Procurement Department and leasing as well which consists of the central cost center. Mrs. Gaona stated that the COCC is funded through fees and it is the only revenue source. Ms. Barrientos stated that as Mrs. Gaona mentioned, the COCC is funded through fees they get from the projects and developments and mentioned that in Amp 1 they projected \$1.6M revenue and \$1.4M expenses with \$109,000.00 net cash flow; Russell Terrace they projected \$1.3M with total operating expenses of \$1.1M with \$200,000.00 net cash flow; Meadow Elderly with revenue of \$214,915.00 with expenses of \$132,181.00 with a projected \$82,000.00 of cash flow. For the Bernal Sunrise Court, the Tiny Homes, they projected \$11,000.00 in revenue with an expense of \$10,000.00 and less than \$1,000.00 of cash flow. In Amp 3 which is the Carlos Richter and Ana Maria Lozano properties they projected \$1.4M in revenue and expenses at \$1.3M with \$66,000.00 of net cash flow. Amp 4, our Senior Home location, they projected revenue of \$621,000.00 with expenses of \$596,000.00 and \$24,000.00 of net cash flow; Amp 5 which is our South Laredo and Meadow Acres location, revenue of \$941,000.00 with expenses of \$865,000.00, leaving \$75,000.00 of net cash flow and Amp 6 which is the Asherton location, it is at \$159,000.00 in revenue and \$154,000.00 in expenses and a little over \$5,000.00 of net cash flow; Farm Labor property is at \$215,000.00 of revenue and expenses of \$187,000.00, leaving \$27,000.00 net cash flow. The Section 8 Voucher Program has revenue of \$10M, including the HAP subsidy they received from HUD with expenses of about \$9.6M and a net cash flow of \$38,000.00, so a projected total cash flow of \$827,000.00 and \$439,000.00 of that being defederalized funds.

Chairman Ceballos asked how it is compared to the current year, the projections or the actuals. Ms. Barrientos responded that it is a little lower due to the salary increases they are projecting and some of the expenses that increased or maintenance materials and contracts and they mentioned that they worked together with the Property Managers and asked for the their wish list and some of the items that were in the wish they were able to put in the budget in the contracts and materials line item; Amps 1, 3 & 5 have wish list items proposed in the budget; for Amp 1, they have landscaping for \$20,000.00, a lawn tractor for \$5,000.00 and replacements of wall heaters for \$20,000.00.

Chairman Ceballos asked Ms. Barrientos how she is budgeting Section 8; what percentage she is budgeting Section 8. Ms. Barrientos responded that without the salary, it is a little over than the 3% they gave everyone and got them as close as possible as Public Housing. Chairman Ceballos asked that Section 8 is funded based on a percentage and they do not give them 100% of the formula and they would always average it in the 80's. Ms. Barrientos responded that this year they projected 90% and stated that after speaking with the HUD administrator they came to an agreement it will probably be a little higher depending on the lease up, but it is at 90%.

Ms. Barrientos mentioned that she wanted to inform them that they have not finalized the budget authority for Section 8, so the numbers might change on the HAP revenue and the admin fees they will receive, so if they hear something in between this meeting and the next meeting, they will go ahead and update the budget to reflect it as well. Chairman Ceballos thanked Ms. Barrientos for her presentation. Ms. Barrientos mentioned that she projected 98% for the leasing of the public housing properties. Chairman Ceballos recommended Ms. Barrientos to make sure the staff understands it and to actually talk to them because they were under leased on certain areas, on some of the sites, so they need to understand what that means from the revenue side. Ms. Barrientos stated that once the budget gets approved and finalized, they will have a meeting with each manager, including the

director or the interim director so that they can go over their budget and inform them on the expense amounts they have projected in the budget. Chairman Ceballos stated that also the facilities coordinator because he drives the make readies.

Mrs. Gaona stated that as far as the salary increase, they projected a 3% merit increase for everybody based on budget and mentioned that most evaluations have already been done and stated that some staff have been placed on a growth plan, so it does not mean automatically what is in the budget would be granted on April 1, but they did proposed that.

In regards to Section 8 Mrs. Gaona stated that they did an adjustment there being that they were able to have the funding now that they are fully leased at Russell Terrace, they were able to afford that adjustment to them. Vice-Chairman Dr. Garza asked if the people that are on the growth plan are not getting that 3% increase. Mrs. Gaona responded that not effective April 1. Vice-Chairman Dr. Garza asked if they will or what would happen. Mrs. Gaona stated that it will be depending on them meeting their growth plan. Commissioner Ms. Guerra asked if they would get 1% increase or if it would just depend on the circumstances. Mrs. Gaona confirmed.

Vice-Chairman Dr. Garza asked if they could clarify the percentage for Section 8. Chairman Ceballos stated that they do not always get funded at 100% level, so they have a budget authority for that program and then it depends on the availability of funds and mentioned that the government does not commit at 100% level and thinks that those percentages are put out there for housing authorities to project and they would not want to project at 100% of the budget authority and mentioned that it has been traditionally 85% and Ms. Barrientos is saying 90% and it is probably higher now; it is just the way they roll out the program, they never forecast it at 100% because they would be short.

Ms. Barrientos stated that in regards to the Farm Labor property, they have a loan that they are going to pay off as of June 20, 2021 and mentioned just for their information that they will go ahead and finish that loan and stated that last year it was projected all year and this year it is only up to June. Chairman Ceballos mentioned that there is something coming up with the City, if it is what Ms. Barrientos is talking about, the renewal with the lease term at Farm Labor. Ms. Barrientos stated that it is the same and mentioned that they already contacted USDA to see the next steps after they finish the loan. Chairman Ceballos asked Mrs. Gaona what day she expects to contact the City. Mrs. Gaona responded that she wanted to hear from Chairman Ceballos to make sure they are on track with them before they contact the City and stated that they need to do it next month.

Ms. Barrientos asked if the Board needed anything else in more detail. Chairman Ceballos stated that he thinks he shared something on the minimum wage and mentioned that all of them have heard about that discussion at the federal level to raise the minimum wage and mentioned that they are ahead on timeline because they did that a couple of years ago; they got to \$12.00 per hour as the baseline and stated that he has asked Mrs. Gaona to kind of run some numbers thinking that they will push them to \$15.00 an hour and it does not seem it is the way that it is going to go and thinks that it is going to be over a number of years and mentioned that he feels comfortable where they are at right now with \$12.00 an hour baseline and if the Board wants to do something different, then Mrs. Gaona needs to go back and do it. Chairman Ceballos stated that he does not know the exact date when they went to \$12.00 an hour, but it was at least a year ago, if not two and it had an impact to the budget for sure; even going to \$13.00 if they want to do \$13.00, the cost is not so much on those that are directly at \$12.00; it is going to be the adjustments that need to happen for people that are close to that bracket and need to be increased to create a distinction or separation of differential between the minimum wage earner and the ones that are close to it, so it is going to take some work and personally he thinks that \$12.00 an hour as a baseline is good and if President Biden and the Administration give more than that this year, then they can come back to the Board at that point.

Chairman Ceballos stated that he believes they should think about getting to \$15.00 an hour at some point, but thinks that the cost differential factors to other staff members need to be very well understood in terms of impact, so what he means by that is that if somebody is making \$13.00 an hour or 10 people are making \$13.50-\$14.00 an hour and they go to \$14.00 or \$13.00, they got to bump up those other folks as much as those who are directly on the line of the baseline improvement, so Mrs. Gaona will have to come up with that and wondered if Mrs. Gaona has done any work on it, but he does not feel like making a motion at this point to get them to \$15.00 an hour and thinks that they should be ready to do it after they quantify what an increase will do at \$13, \$14 or \$15 and if the government makes that decision and would put it at \$15.00 within this year, then they do not have a choice; they will have to do it, but he thinks that what is going to happen is that it will be incremental over a few years and mentioned that the conservative side of the federal legislative side has put out a proposal as well which is a multi-year and thinks that it is from \$12-\$14.

Chairman Ceballos asked if Mrs. Gaona or any Board Member had anything else to add. Vice-Chairman Dr. Garza stated that if he were to work at housing at \$13.50 an hour, so if they give everyone else a .50 cent increase, he would go to \$14.00, so if they pass the \$15.00 minimum wage, the other ones went at 13.00 and will go up \$2 to \$15, does it mean that the person that went to \$14.00, they are going to go beyond the \$15 or they just go to \$15.00. They confirmed that it would be to just \$15.00. Mrs. Gaona presented the Board something she and Ms. Barrientos worked on to give them an idea which is the current proposed budget with putting everyone that is not at \$15.00 at \$15.00 and only one property which is Asherton will go in the red but the net cash flow dropped \$238K and that is just putting the people that are not at \$15 at \$15; they did another one at \$15 with adjustments and will now get more properties in the red and the net cash flow dropped \$624K.

Chairman Ceballos stated that from the business side like him, it is not going to happen that way, they are going to create efficiencies to increase the cash flow; from the public service side somebody can say well that is what it takes to operate and pay people the minimum wage and will probably meet somewhere in the middle and mentioned that he remembers sending the e-mail and stated that they have great benefits plan; better than much of the private sector, which is something they need to weigh and mentioned that he does not think they need to mess with health insurance because everybody deserves to have medical health coverage for sure, but there are other fringes that are in there that potentially could be impacted if they try to balance and make things work and mentioned that he does know that the purpose of the agency is to serve and provide housing services, but at the same time, it would not be smart to eat up all the cash flow and not have a rainy day type fund which is pretty relevant conversation in today's date when the government is not really showing up as quickly as they should to help us deal with emergencies.

Chairman Ceballos thanked Mrs. Gaona and Ms. Barrientos and stated that he did not realize they had done so much work on it, but losing \$624K to get to \$15.00 an hour will require them to look at other fringes and stated that it was his opinion and that all could chime in. Mrs. Gaona stated that it is being funded at the same level they are projecting for this budget, so they may need to change it if the funding does not come in as what they are projecting. Commissioner Ms. Guerra asked how likely it is that the amount will come in at what they are projecting. Ms. Barrientos responded that it is highly likely which is what they have seen last year. Commissioner Ms. Guerra asked what it was last year. Ms. Barrientos responded that last year they were at about 91%-93%. Commissioner Ms. Guerra asked this year's projection. Ms. Barrientos responded that it was at 90% and that they stay at the same size. Mrs. Gaona mentioned that they stayed at the same size and then they will come back and make any adjustments if they feel that they need to, but also on the leasing, like Chairman Ceballos was saying, they did drop last year; they had a lot of vacancies and they are still struggling to get those numbers up, so it is crucial that the staff understand that they have to be leased up in order to get that revenue.

Chairman Ceballos stated that leasing is going to get them money in Section 8 and in Public Housing which is really important and mentioned to the Board that they have to push to get the homeless housed; it not only makes sense for their wellbeing, but also for the agency and mentioned that they have not been putting them in Public Housing and does not know why, but they really need to do that when they have 50 or 40 units vacant across the agency and stated that percentage wise it is not a crisis, but urged them to do it. Vice-Chairman Dr. Garza stated that they cannot touch Farm Labor and asked if they were talking about Asherton too. Chairman Ceballos confirmed and mentioned that they can include Farm Labor too and stated that they had tried to deal with that and remembers that a couple of years ago or almost three years, Mr. De Anda was going to work with them to approach Farm Labor and he did all the work because they were severely under leased and tried to free up those units and mentioned that they can put project based vouchers and if they decide to take them out of Farm Labor system and put Section 8 in there, they would create a revenue source for the Farm Labor Development from the Section 8 Department and stated that Farm Labor is doing much better now because they have a better performing manager there, but they always have at least four to six units vacant, but they used to have ten or twelve, so they are doing much better and mentioned to Vice-Chairman Dr. Garza that they could take them off the Farm Labor system and when they form a competition to put project based vouchers like Russell Terrace is now, they can put Section 8 money in there which is something Mrs. Gaona needs to really study or if she thinks we have enough now to fill, then, leave it alone, but if they want to pull them out of the Farm Labor, it would be the time to do it. Mrs. Gaona confirmed and stated that it is going to be part of her conversation with them.

Chairman Ceballos asked Mr. De Anda because he knows that Mr. De Anda is following it, what he thinks is going to happen with minimum wage, from his prospective and opinion. Mr. De Anda mentioned that the Parliamentarian prevented it from being used under the budget reconciliation and President Biden is not pushing it, so it is not going to be part of the 1.9 trillion dollar COVID bill and stated that he understands the senate has other cards up the sleeve on getting that accomplished as well which will involve reducing deductions on businesses that do not pay \$15.00 an hour and targeting small businesses that do pay \$15.00 an hour with tax breaks with 25% of wages, so there is enough chance that it will happen indirectly, but it is not going to happen directly. Chairman Ceballos stated that it is getting a little more difficult and mentioned that he thinks it will be somewhere in the middle and it will be multi-year and mentioned that one thing they learned is that they cannot really predict too much and cannot get too far ahead with federal initiatives and legislature.

Chairman Ceballos asked if there were any questions that are high level for Mrs. Gaona or Ms. Barrientos. There were none.

Chairman Ceballos stated that he wanted to provide some input, particularly on Senior Home and let the Board know what they are working on there and wants to make sure to get as much input from him on any items he is going to be on. Mrs. Gaona mentioned that the only thing they had for Senior Home was a schedule advising the Board of all the Capital Fund that has already been awarded and pending to be awarded plus any additional changes they proposed to do to the 2021 budget.

Chairman Ceballos stated, for the Board's knowledge, that during this polar freeze, Senior Home to their surprise, was not on the priority list to be kept on and to his understanding, the intention was to put people back and put circuits back on the system and they were not able to do that because the system was not able to handle it, so it is not like they purposely left them out in the cold, but they learned late the first day when the cold came in that they were not going to be able to put it back on and they learned that it would probably be close to 5 p.m. and Mrs. Gaona and Chairman Ceballos knew what was going to happen, that they were not going to be back on and the building had a generator, but the generator only supplies enough energy for emergency lights in the lobby, the

stairwells and corridors in every floor and the elevators, so they hurled up a team, an emergency response team, and they basically stayed there the whole night until the morning to answer questions and just be on the ground to see that if an emergency developed they would have a team to respond to it.

Chairman Ceballos stated that nothing developed and thanked everybody that was part of planning and helped in whatever way and to just know that it was extremely important and stated that they had to do that the second night; the next morning they brought in the electrician and hooked up the dining room HVAC system to the generator to create a warm room and mentioned that the first night they only had two tenants join them who were cold and were probably scared and spent the night with them; they had some space heaters which were helpful to them and the second day, as he mentioned, they brought in the electrician, wired up and basically turned on the dining room, which is a large space, into a warm room and put cots there and mentioned that Bethany House helped them feed and provided cots and is sure other people helped them and they did it without really creating too much of a panic frankly.

Chairman Ceballos mentioned that maybe at the next meeting they will do a little more formal acknowledgement to everybody and stated that he is mentioning all this because thank God and thanks to our leadership and our staff they had replaced that generator which was super old; they replaced it and it has only been in place for about eight months and it cost some \$60K to do it and it was completely worth it and stated that the lesson is that they need to be more self-reliant because it may happen again or may never happen and since then, they have taken some measures through Mrs. Gaona and Mr. Barrientos leadership to bring in the engineer that helped them with the generator and the engineer came in yesterday to retrofit that building to increase the generator reliance so that they can warm spaces, potentially just upgrade the electrical and other things, so that they can come back to the Board with a master plan for that building to take care of the infrastructure, so they see \$780K and asked Mrs. Gaona if that includes anything they are working on right now or if that is just what they had in place before. Mrs. Gaona responded that it is what they had in place before. Chairman Ceballos stated that maybe the electrical will fall in place and mentioned that they can find a generator to supply energy there for the entire building; they do not pull that much energy now as much as they used to before, but in any case, Chairman Ceballos stated that he just wanted to keep them informed and suggested to the staff there to think about it for the Guadalupe administrative building, so that they do not loose IT and completely get disconnected and mentioned that things could have really gone worse and they were very lucky and very blessed that they got organized; they got the electricity on the third day and were back on track.

Chairman Ceballos stated that they are going to see some more cost beyond the \$784K for that building and he would propose, since obviously they have reserves, to first go to HUD to try to release some of those reserves; if they say no, then they will go to one of the non-profits where they have defederalized funds and borrow from them and pay them over the course of a few years to reimburse that expense and stated that he does not think they should be shy and mentioned that it is very stressful to be in a situation where you have up to 100 people that are potentially the most vulnerable in a situation like this and stated that they will also create backups for other things and diversify the energy. Chairman Ceballos stated that they do have gas there, but they do not run most of the systems on gas, so they will look at everything, so if this ever happens again and hopefully it never does, they will have the infrastructure to do a little more and mentioned that what they did in warming the dining room was probably enough, but as they realize that even though the City had that Center at the Sames Arena, the warming center, but people do not want to leave their homes and even when they announced it, they really just want to stay in a place they feel safe.

Chairman Ceballos recommended Mrs. Gaona, for the sake of the staff, that they should identify emergency teams and mentioned that first is COVID and that the team is still assembled, and they should create a separate team and stated that they did not go to the COVID team and that the maintenance person, the maintenance lead, did a great job as did the manager, but the reliance on him was much greater than probably anybody else on the team and stressed that they need to create emergency response teams because that was one project and they were blessed that Russell Terrace units have a blended energy in the units and so does Colonia Guadalupe, but had they lost everything in other projects, it would have been maybe more drastic and mentioned that by the end of the second day, some of the families came and picked up their love one, but they still had fifty some people left at the end of the second night.

Chairman Ceballos stated that it will take money, but it will be well spent to develop that infrastructure and they also do not want to lose IT like they did; they need to get to a generator quick and they cannot afford to disconnect themselves and the reason is that if they need to pay people, our staff and cannot do it because they lost the ability to print something that is important to run payroll or whatever, then they should have some sort of back up or whatever and mentioned that D.C. was not frozen, but Texas was, so they need to be resourceful and it is going to cost money and mentioned to Mrs. Gaona that if they need a generator in Colonia Guadalupe and they have cash flow this year, they need to do it this year before the end of the year.

Chairman Ceballos stated that he was open for any comments. Vice-Chairman Dr. Garza stated that he concurs with Chairman Ceballos that they need another generator to be on the safe side because God forbid something like that happens again and they cannot take that risk; they never know when that could happen again and it is better to be safe than sorry and mentioned that they were lucky this time that nothing happened, the temperature dropped, his apartment was hot and it got cold, but nothing unbearable. Chairman Ceballos stated that the credit goes to the human element and the fact that they had people walking and knocking to check if they had a blanket because they are not used to having heavy blankets and also they had people that gave up their personal time to go and assemble the team and walk. Chairman Ceballos stated that the successfulness is due to having a very responsible team that is willing to do that and at the time it may seem like, what are we doing here, but literally they are the only resource those folks have, they cannot leave them, they all live in one building and mentioned that one of the two elevators started tripping up, so they need to be around and create an emergency response policy that delineates the teams by name, so that not the same people are carrying the load everywhere and mentioned that they had broken pipes probably in every project, so they were kind of spread and they never really pulled from those other teams that were dealing with water breaks, never really pulled them away too much to help over at Senior Home, so really it was more the manpower and the staff doing a good job in handling all the emergencies and stated that he is only speaking for Senior Home where he spent most of his time for the obvious, but he knows that there were other emergencies for other projects and mentioned that he was pressing whoever would listen to prioritize them; Chairman Ceballos goes back to the same conclusion that they are going to have to do a lot of things for themselves and be a little more self-reliant because those emergencies are proving that they should be.

Commissioner Ms. Freeman mentioned that they found that a lot of the phone companies were failing during the cold snap; T-Mobile, Metro and Sprint were failing and so was the internet and stated that maybe they need to look at the home base systems and two way radios with a tower in case something like that ever happens again there would be a different way of communication because the mobile phones were not working correctly. Chairman Ceballos mentioned that they used to have a tower system and they have a real effective one because they had it at the Senior Home as high as anything in town and mentioned that communication is real important and it was happening downtown; they could not text out all the time, they could not receive calls, so they were living

through that as well down there. Vice-Chairman Dr. Garza stated that it also affected the windmills at Webb County, supposedly they stopped working and they froze; something went wrong with their windmill power too.

Chairman Ceballos asked Mrs. Gaona if she had a sense of how much it is going to cost them. Mrs. Gaona responded that she did not have it yet.

Chairman Ceballos asked Mrs. Gaona if she needed anything for Chairman Ceballos to look at. Mrs. Gaona responded that she just needed the action items regarding the authorization to hire. Chairman Ceballos asked Vice-Chairman Dr. Garza if he would be ok to take over the meeting. Vice-Chairman Dr. Garza confirmed and Chairman Ceballos thanked him for doing it and mentioned that they can convene in executive session; they still had a quorum and they would do well.

8. ACTION ITEM

- A.** Discussion and possible action related to the evaluation of staffing and possible changes to the organizational structure and filling of management positions. This item may be discussed in Executive Session, pursuant to Section 551.071 (consultation with attorneys) and 551.074 (personnel matters).

Vice-Chairman Dr. Garza mentioned that they will take this item into executive session

Commissioner Ms. Guerra moved to go into executive session.

Chairman Ceballos seconded the motion.

Motion passed unanimously.

Vice-Chairman Dr. Garza stated that Mrs. Gaona and Mr. De Anda will join the Board in executive session.

Chairman Ceballos stated that he will not be able to join them in executive session and thanked Vice-Chairman Dr. Garza for taking over the meeting.

9. EXECUTIVE SESSION IN ACCORDANCE WITH THE TEXAS GOVERNMENT CODE

The Board of Commissioners for the Housing Authority of the City of Laredo reserve the right to adjourn into Executive Session at any time during the course of this meeting to discuss any of the matters listed on the posted agenda, above, as authorized by the Texas Government Code, including Sections 551.071 (consultation with attorneys), 551.072 (deliberations about real property), 551.073 (deliberations about gifts and donations), 551.074 (personnel matters), 551.076 (deliberations about security devices) and 551.086 (economic development).

The Board went into executive session at 12:53 p.m.

The Board reconvened from executive session at 1:18 p.m.

10. ACTION ON ANY EXECUTIVE SESSION ITEM

Vice-Chairman Dr. Garza stated that no action was taken in executive session and mentioned that they would like to make a motion to authorize the Executive Director Mrs. Gaona to fill the positions for Rapid Rehousing Manager and Case Manager. Mrs. Gaona stated that she would like authorization to

fill the Rapid Rehousing Case Manager with Mr. Marco Vasquez and Project Coordinator with Stephanie Garcia.

Commissioner Ms. Guerra moved to approve the motion as presented.

Commissioner Ms. Freeman seconded the motion.

Motion passed unanimously.

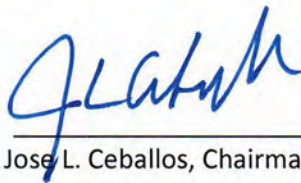
11. ADJOURNMENT

Commissioner Ms. Guerra moved to adjourn the meeting.

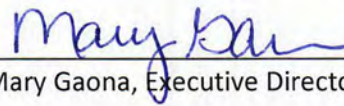
Commissioner Ms. Freeman seconded the motion.

Motion passed unanimously.

Meeting adjourned at 1:19 p.m.



Jose L. Ceballos, Chairman



Mary Gaona, Executive Director