

**MINUTES**  
**SAN ANTONIO HOUSING AUTHORITY**  
**OPERATIONS AND HUMAN RESOURCES COMMITTEE MEETING**  
**OR SPECIAL BOARD MEETING**  
**June 30, 2008**

**SCHEDULED:** 3:00 p.m. at 818 S. Flores, San Antonio, Texas 78204

**COMMISSIONERS PRESENT:**

Ramiro Cavazos, Chair Director  
Rebecca Galvan, Vice-Chair  
Richard Gambitta, Commissioner  
Noah Garcia, Commissioner  
Yolanda Hotman, Commissioner  
Stella Molina, Commissioner  
Lisa Tatum, Commissioner

**COMMISSIONERS ABSENT:**

None

**COUNSEL:** Doug Poneck, Escamilla & Poneck

**MEDIA:** Ron Wilson, CNP

**STAFF:**

Henry A Alvarez III, President & CEO  
Melanie Villalobos, Chief of Staff  
Ed Hinojosa, Sr. VP of Administration  
Deborah Flach, Sr. VP of Operations  
Tim Alcott, Chief Legal Officer  
LeAnn Piatt, VP Internal Auditing  
Patrick Bourcier, Dir. of Procurement & Facilities  
Chuck Modliszewski, VP of Tech. & Communications  
Michael Bond, Dir. of Public Housing  
Alejandra Villarreal, Attorney III

**STAFF:**

Gavino Ramos, Dir. of Corporate Relations  
Diana Gutierrez, Dir. Of Human Resources  
Lori Mendez, Director of Customer Care  
Thomas Johnson, ITS Mgr.  
George Guerra, PC Support Manager  
Monica Quiroga, Intergovernmental Affairs Liaison  
Jamie Kaun, Corporate Relations Liaison  
Elvira Martinez, Corp. Relations Coordinator  
Dolores Mueller, Corp. Relations Admin. Specialist

**Item 1:**        **Meeting called to order.**

Chair Gambitta called the Special Board meeting to order at 3:15 p.m.

**Item 2:**        **Presentation regarding Green Initiatives and the Energy Performance contract.**

Presentation by Patrick Bourcier, Director of Facilities and Green Initiatives.

**Item 3:**        **Consideration and appropriate action regarding the Admissions and Continued Occupancy Policy (ACOP) revisions.**

Michael Bond: With the funding cuts that we had, it has affected about 1,500 participants. About 600 of those participants were offered public housing assistance and what we are recommending is that we change our Admissions and Occupancy Policy for these 600 potential families to waive the \$150.00 deposits.

Deborah Flach: What we are also asking is that the Board ratifies this effective to May 1, 2008, which is when we did the initial termination, which makes it retroactive to May 1, 2008.

**Motion:** Commissioner Cavazos moved to approve the recommendation of Michael Bond and Deborah Flach to waive the \$150.00 deposits retroactive to May 1, 2008. Commissioner Hotman seconded the motion.

No vote taken. Motion was amended.

**Amended Motion:**

Commissioner Tatum moved that as it relates to Resolution No. 4901, on this issue she would ask that SAHA consider looking at Paragraph 3 as it closes to waive the \$150.00 security deposit for displaced housing choice voucher participants entering the public housing program effective May 1, 2008. Commissioner Hotman seconded the motion.

**Unanimous as follows:**

Member	Aye	Nay	Absent at Time of Vote	Abstained
Ramiro Cavazos, Chair	X			
Rebecca Galvan, Vice Chair	X			
Richard Gambitta, Commissioner	X			
Noah Garcia, Commissioner	X			
Yolanda Hotman, Commissioner	X			
Stella Molina, Commissioner	X			
Lisa Tatum, Commissioner	X			

**Item 4: Consideration and appropriate action on the submittal of a Letter of Intent for the purpose of applying for funding to the US Department of Housing and Urban Development (HUD) for the 2008 Shelter Plus Care grant.**

**Lori Mendez:** The City of San Antonio requires the housing authority to submit a Letter of Intent when it intends to apply for some funding that will soon be available from HUD. We have been receiving this grant since 1996. The purpose of the grant is to provide housing assistance for families who have one or more family members that are affected by HIV.

Our partner in this project is the House of Hope. We are only asking for the renewal of the grant that we have had since 1996. We are asking for the Board’s approval to submit the Letter of Intent.

**Doug Poneck:** Is approving the Letter of Intent contingent on us agreeing ahead of time to work with this particular group or are we free to pick another group if we so choose?

**Lori Mendez:** The Letter of Intent is for the city to let them know that we intend to apply for this grant when the grant becomes available.

**Motion:** Commissioner Cavazos moved for the full Board to approve the submittal of a Letter of Intent for the purpose of applying for funding to the US Department of Housing and Urban Development (HUD) for the 2008 Shelter Plus Care grant. Commissioner Tatum seconded the motion.

**Unanimous as follows:**

<b>Member</b>	<b>Aye</b>	<b>Nay</b>	<b>Absent at Time of Vote</b>	<b>Abstained</b>
Ramiro Cavazos, Chair	X			
Rebecca Galvan, Vice Chair	X			
Richard Gambitta, Commissioner	X			
Noah Garcia, Commissioner	X			
Yolanda Hotman, Commissioner	X			
Stella Molina, Commissioner	X			
Lisa Tatum, Commissioner	X			

**Item 5: Consideration and appropriate action regarding the Move-to-Work Demonstration program.**

Michael Bond: We got a hold of our agent at the HUD office in Washington, DC and explained to them what your concerns were to move forward with this plan. They agreed and understood about the concerns that everyone has with this plan and they agreed to extend our plan until April 15, 2009. To caveat that, we still need to sign the agreement that extends the program for ten years. So what that does is it gives us about nine months to plan with our partners and our stakeholders to get a plan that everybody can agree to and signoff on. The current plan goes through June of 2009.

So we are recommending that we extend the program for the ten years, work with stakeholders and partners and work on a plan that is agreeable to everyone. If we do not accept this plan, then we will revert back to the old plan, which expires in June of 2009.

Commissioner Gambitta stated that this program needs specialized attention and certain expertise that may not reside within SAHA and hence there needs to be a nurturing of the partnerships with the community members in order to facilitate the needs of individuals. That ranges from day care to training basically in certain aspects of dress to the learning of certain skills.

Doug Poneck: If for some reason that the Board would later determine that the MTW program is not working to their satisfaction or causing too much strain, they can opt out at some future date?

Michael Bond: The opting out would be to keep the program as is but we are committed once we sign the agreement to continue in some form or fashion.

Commissioner Gambitta opened the meeting up for concerned citizens to speak.

Ms. Eilene Garcia, from Texas Rural Legal Aid, expressed her concern that this MTW program as it is now implemented by SAHA does not really serve the purpose of what the MTW program is about. Ms. Garcia feels that if this program is continued, it will displace some residents that are already in public housing and possibly put them out on the street.

Commissioner Gambitta assured her that the MTW program would include only the three properties (Lincoln Heights, Wheatley Courts and Mission Park) in public housing and the intention would be to revisit that contract, revisit the provisions of the requirements and to address those at that time for those three properties only.

**Brent Floyd:** I am here as a representative for community justice. Our stated position has been in opposition of the MTW program as it is styled currently. There are quite a number of issues outstanding if we are going to consider this program. With the MTW program, with the idea that you have increased rents with increased revenue that could be dedicated toward education, transportation, child care and the like. I don't think that increased rent is the way to go about that because the pursuit of education becomes meaningless if you don't have the ability to take care of basic needs.

I hope that you will reconsider the way the MTW program is currently structured before you renew the program.

**Motion:** Commissioner Galvan moved to table Item 5. Commissioner Cavazos seconded the motion.

**Unanimous as follows:**

Member	Aye	Nay	Absent at Time of Vote	Abstained
Ramiro Cavazos, Chair	X			
Rebecca Galvan, Vice Chair	X			
Richard Gambitta, Commissioner	X			
Noah Garcia, Commissioner	X			
Yolanda Hotman, Commissioner	X			
Stella Molina, Commissioner	X			
Lisa Tatum, Commissioner	X			

**Item 6:** **\*Consideration and appropriate action regarding the Employee Grievance Policy and Procedures and Personnel Grievances.**

**Motion:** Commissioner Galvan moved that appropriate action regarding the Employee Grievance Policy and Procedures and Personnel Grievances be moved to the July 10, 2008 regular Board meeting to consider reinstating Step 5 into our grievance policy to allow the Board to receive final grievances from employees. Commissioner Hotman seconded the motion.

**Unanimous as follows:**

Member	Aye	Nay	Absent at Time of Vote	Abstained
Ramiro Cavazos, Chair	X			
Rebecca Galvan, Vice Chair	X			
Richard Gambitta, Commissioner			X	
Noah Garcia, Commissioner			X	
Yolanda Hotman, Commissioner	X			
Stella Molina, Commissioner	X			
Lisa Tatum, Commissioner			X	

Commissioner Gambitta recessed the meeting at 4:20 to go into closed session. Commissioner Gambitta reconvened the meeting at 7:29 p.m. No public deliberations occurred and no votes taken.

**Item 7:** **Closed Session:**

- Employee Grievance Policy and Procedures and personnel grievances.
- Resignation of the President/CEO, and discussion on President/CEO search process.

**Item 8:** **Adjournment.**

With no objections, Commissioner Gambitta moved to adjourn at 7:38 p.m.

\_\_\_\_\_  
Richard Gambitta,  
Commissioner

\_\_\_\_\_  
Date

**ATTEST:**

\_\_\_\_\_  
Henry A. Alvarez, III, Secretary-Treasurer

\_\_\_\_\_  
Date