

Minutes of the Joint Meeting
Of the Boards of Commissioners of the
HOUSING AUTHORITIES OF THE CITY AND COUNTY OF FRESNO

Tuesday, March 4, 2021

5:00 P.M.

The Boards of Commissioners of the Housing Authorities of the City and County of Fresno met in a Special session on Tuesday, March 4, 2021, via teleconference.

1. The special meeting was called to order at 5:05 p.m. by Board Chair, Commissioner Jones, of the Board of Commissioners of the Housing Authority of the City of Fresno. Roll call was taken and the Commissioners present and absent were as follows:

PRESENT: Adrian Jones, Chair
 Caine Christensen, Vice Chair
 Stacy Vaillancourt
 Terra Brusseau
 Sharon Williams
 Ruby Yanez
 Sabrina Kelley

ABSENT: None.

The regular meeting was called to order at 5:05 p.m. by Board Chair, Commissioner Catalano, of the Board of Commissioners of the Housing Authority of Fresno County. Roll call was taken and the Commissioners present and absent were as follows:

PRESENT: Cary Catalano Chair
 Nikki Henry, Vice Chair
 Stacy Sablan
 Joey Fuentes
 Valori Gallaher
 Edugiben Ortiz
 Sophia Ramos

ABSENT: None

Also, in attendance were the following: Preston Prince, CEO/Executive Director, and Ken Price, Baker Manock and Jensen -General Counsel.

2. APPROVAL OF AGENDA AS POSTED

CITY MOTION: *Commissioner Yanez moved, seconded by Commissioner Christensen, to approve the agenda as posted.*

MOTION PASSED: 6-0

COUNTY MOTION: *Commissioner Sablan moved, seconded by Commissioner Ramos, to approve the agenda as posted.*

MOTION PASSED: 6-0

3. PUBLIC COMMENT

There was no public comment at this time.

4. CLOSED SESSION

Public Comment:

Preston Prince, CEO/Executive Director, read aloud public comments ([Attachment A](#)) that were submitted prior to the board meeting.

Commissioner Williams and Gallaher joined the meeting at this time.

In addition, public comments were given during the meeting as follows:

Gracie Bachicha, Fresno Housing employee, shares her support for Tracewell Hanrahan, Deputy Executive Director, as Interim CEO. She stated that Tracewell has made staff feel important by her support and actions. Tracewell's knowledge of the agency and leadership style makes her the logical person for the Interim CEO position. She believes that with this choice it would allow the agency to continue to flow and operate.

Zee Patel, Fresno Housing employee, requested the board follow the agency's succession plan and select Tracewell Hanrahan as Interim CEO. He stated that Tracewell is effective as a leader, an agency representative, and an advocate for our residents. Her work with DEI, revitalization of Motel Drive, and her data driven decisions are a cornerstone to achieving Fresno Housing agency goals.

Laurena Psenner, Fresno Housing employee, shared her and the Inspections team's support for Tracewell Hanrahan as Interim CEO. She shared a few examples of how Tracewell has been

able to help families pursue better, safer and quality housing. Tracewell not only understands the communities we serve, she insists we serve them better.

Laurena Betancourt, Fresno Housing employee, shared her thoughts on the Joint Board meeting that was held on February 23, 2021. Some of the public comments regarding Tracewell Hanrahan horrified her. Tracewell has the skills and knowledge that are required for the Interim CEO position. She was angry that members of the public could speak so disrespectfully and demand that Tracewell not be named Interim CEO. She would like to continue working with a board that will listen to staff recommendations as much as public recommendations.

Bobby Coulter, Fresno Housing employee, shared his experiences living in Fresno. He stated that the level of Tracewell Hanrahan's ability to challenge, empower and encourage people is something very few get to experience. He asked the board to consider Tracewell Hanrahan as Interim CEO.

Lesley Verret, Fresno Housing employee, showed her support for Tracewell Hanrahan as Interim CEO. Tracewell has made a point to be involved in the communities and aware of its needs. Tracewell is more than qualified and has an active interest in working with our residents. While a search is being held for a permanent CEO, she suggests that Tracewell be made Interim CEO.

Teresa Vasquez, Fresno Housing employee, wanted to share her support for Tracewell Hanrahan. Fresno Housing staff and residents deserve the continuity that Tracewell would bring as the Interim CEO. She asked the board to back up Tracewell as much as she backs up the residents and their needs.

Doreen Eley, Fresno Housing employee, shared her disappointment during the February 23, 2021 Joint Board meeting when Tracewell Hanrahan was publically disparaged. Tracewell has been instrumental in launching Diversity, Equity and Inclusion. She stated that Tracewell is the backbone of the leadership team. When things get difficult, there is no other person she would want to turn to.

Teresa Benavidez, Fresno Housing employee, asked the board to make Tracewell Hanrahan as Interim CEO while a search is conducted for a permanent CEO. The efficiency of our agency's productivity is dependent on all our efforts. She stated that Tracewell has been a vital member of many new projects that are coming into fruition. She requested the board to appoint Tracewell as the new Interim CEO.

Roseann Dominguez, Fresno Housing employee, shared her support for Tracewell Hanrahan as Interim CEO. Staff has shown support for Tracewell because they believe in her abilities and leadership. She requested the board nominate Tracewell as Interim CEO.

Jeffrey Rasbeary, Fresno Housing employee, stated that Tracewell Hanrahan should be appointed Interim CEO while a search is made for a permanent CEO. Tracewell has the experience leading the agency through a pandemic and requires no time to get caught up. He believes that Tracewell cares and is a part of the community.

Aurora Ibarra, Fresno Housing employee, asked the board to appoint Tracewell Hanrahan as Interim CEO. To maintain the continuity this agency needs, Tracewell is the best choice to remain on course. She mentions a few examples of how Tracewell's leadership has improved the lives of employees and residents. She asked the board to listen to the voices of all stakeholders and appoint Tracewell Hanrahan as Interim CEO.

Yolanda Keiser, Fresno Housing employee, shared her support to appoint Tracewell Hanrahan as Interim CEO. She discussed her experience at Fresno Housing and how Tracewell cared about the employees in a memorable way. Staff have shown that they believe in Tracewell and support her. She asked the board to appoint Tracewell Hanrahan as Interim CEO.

Eduardo Rodriguez, Fresno Housing employee, found it disheartening that the board did not automatically appoint Tracewell Hanrahan as Interim CEO at the previous board meeting. He fully supports a community driven, national search for the permanent CEO. He believes the agency should follow its succession plan currently in place, to ensure the smoothest transition possible. He believes Tracewell Hanrahan is the best fit for Interim CEO.

Doni Truax, Fresno Housing employee, expressed her support for Tracewell Hanrahan as Interim CEO. She recalled the last time a CEO search was held. She believes that Tracewell as Interim CEO would make for a better transition. What happens at the executive level will affect every employee.

Aysha Hills, Fresno Housing employee, stated that working for Tracewell Hanrahan has been transformative to her professional development. She credited Tracewell's strength and support for motivating her to continue to progress professionally.

Briana Zwifler, Representative from Barrios Unidos, stated that the appointment of a new CEO should be a transparent process with community engagement. She would like to hear from residents and community members on who they think should be the new CEO.

Anthony Esparza, Fresno Housing employee, shared his support for Tracewell Hanrahan as Interim CEO. He discussed a few examples of how Tracewell was able to improve resident's quality of life.

Hilda Reeves, Fresno Housing employee, stated that, as Deputy Executive Director, it is Tracewell Hanrahan's place to step up and lead the agency until a permanent CEO has been decided on. Having Tracewell, as Interim CEO, would help bring comfort and continuity of operations for the residents. She was embarrassed and disappointed that no one on the board spoke in defense of Tracewell Hanrahan after the previous joint board meeting's public comment.

Blanca Navarro, Fresno Housing employee, shared her support for Tracewell Hanrahan as Interim CEO. She was disappointed the Board of Commissioners had nothing to say in defense of Tracewell Hanrahan during the public comments on the previous joint board meeting. She asked the board to appoint Tracewell Hanrahan as Interim CEO.

The Board of Commissioners entered closed session at 6:55 pm.

- a. PUBLIC EMPLOYMENT APPOINTEMENT
Title: Interim CEO/Executive Director

5. REPORT ON CLOSED SESSION MATTER

The Board returned from closed session at 7:55 pm.

Ken Price, General Counsel, announced the Boards have acknowledged the withdrawal of consideration from Tracewell Hanrahan, Deputy Executive Director, as the Interim CEO.

CITY MOTION: Commissioner Yanez moved, seconded by Commissioner Williams, to appoint Angie Nguyen as Interim CEO.

MOTION PASSED: 6-0

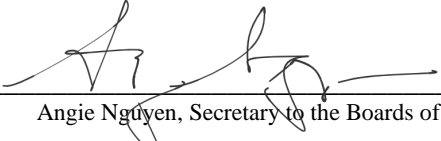
Commissioner Christensen was absent from the vote.

COUNTY MOTION: Commissioner Fuentes moved, seconded by Commissioner Henry, to appoint Angie Nguyen as Interim CEO.

MOTION PASSED: 7-0

6. ADJOURNMENT

There being no further business to be considered by the Boards of Commissioners for the Housing Authorities of the City and County of Fresno, the meeting was adjourned at approximately 7:58 p.m.



Angie Nguyen, Secretary to the Boards of Commissioners

Attachment A

Crystal Aguilar, Fresno Housing employee:

Tracewell is a perfect example of someone that should be in that position. She leads by example at all times. I have had the pleasure to work side by side with her on projects: She has the "HEART, VISION, AND DEDICATION" that is needed to do the job. She understands what the community needs and what needs to be done to make the HA vision continue. She represents a true leader and a person with integrity. She has my vote 100%.

Helen Cooley, Fresno Housing employee:

I have been an employee for this organization for 39 years and I have seen a few administration come and go. In my tenure here at FH. I have never worked for a leadership team that is so focus on meeting the needs of its staff, residents and the overall population of the people of this County. That was a testament to the entire leadership team. But I am writing you today on behalf of Tracewell H. Tracewell symbolize to me "We Can Do This Together". She represent stability, strong, fair leadership and compassion for FH staff, our communities and the many residents we serve. Tracewell understands the needs of our communities regardless of their race, religion or income status. She is more than capable of carrying out FH vision and goals for building vibrant communities for the residents we served throughout Fresno County. As well as representing FH and our communities with pride and integrity nationally.

As I mentioned, I have worked for FH for 39 years and have watched Tracewell over the years continuously show dedication and commitment that is second to none. She has been mentored by the best ED/CEO (Preston Prince) in the history of FH since my employment here and is well prepared to take over as interim ED/CEO. Tracewell understand and know what it means to step into the role of ED/CEO and to continue to lead this organization with firmness and compassion; to maintain the standards of FH being a well-respected organization locally and nationwide. I believe this is something, she doesn't take lightly. I know you may be saying to yourself, why you think you know so much about Tracewell. To answer that question is simple the character of individual/person speaks volume And for me, out of all the years Tracewell has worked here, I have never heard anyone speak negative of her character as an individual or professionally. And I personally can't say that about a lot of people/staff. I am honor to say that I work under this current administration and support Tracewell 100% to finish the job that this current leadership team has started. We as an agency have so much to be thankful for and have accomplished so much in the last 14 years. Let's not throw that away.

Respectfully,

Helen Cooley

Stephanie Miller, Fresno Housing employee:

Tracewell Hanrahan has been the rock of this organization for years, in spite of her officially residing in another state. During Preston's frequent absences she has been the one guiding and steering FH, and there can be no better Interim or permanent replacement.

Doug Graham, Fresno Housing employee:

Tracewell is by far the most well suited person for this position and she has my full support.

Katherine Reyes, Fresno Housing employee:

Tracewell is more than suitable for the position. She is everything this organization needs as a leader. Not only is she two things we need most, strong and compassionate, she has also exhibited the ability to work side-by-side of every level and type of person that our organization deals with daily from upper management, work level employees, vendors, tenants, etc. I look forward to being part of an organization that she is leading as I know she will do so with the utmost grace and knowledge that is expected. Having her will only bring better things to come.

Hlee Vang, Fresno Housing employee:

Tracewell is an excellent communicator. She is an active listener, I believe she is a highly competent leader for this position. She has my vote.

Carol Loewen, Fresno Housing employee:

The inspection team, as well as myself, has had the opportunity to work collaboratively with Tracewell on several projects that effected not only the Agency, but the residents and landlords alike. She has her hand on the pulse of this City/County, with the residents, safety, success, and best interest at the forefront of any decision that she makes.

As staff, she challenges us to our fullest potential, she believes in us and our ability to do our jobs. She trust decisions that we make and gives us the opportunity to spread our wings and flourish. She believes in positive motivation and has never disappointed in being a leader that we can follow.

Tracewell is compassionate and has proved her ability to work side-by-side with everyone at this agency. Which includes Board of Directors, vendors, residents, landlords, etc., she HAS put herself out in the community working with, Council Members, Mayors, Chief of Police, Faith Based organizations, as well as non-profit organizations, residents, landlords, etc. she has earned and deserves respect for what she has done for Fresno Housing and the City/County of Fresno.

She is dedicated and enthusiastic for the direction the Agency is leading the City/County while fighting homelessness. Tracewell is an accomplished multitasker who ensures efficiency on projects, developments, tasks that are entrusted to her. She is never shy in asking for help, and is always willing to help when asked. She is active in our community and serves the Agency with great pride, dignity and respect.

Mary Helen Caggianelli, Fresno Housing employee:

My statement is in support of appointing Ms. Tracewell Hanrahan as the interim CEO/Executive Director. Ms. Hanrahan has been a driving force in the decision making process for Fresno Housing. She has lead the agency in all operations including Resident Empowerment. She has been with the agency for a decade and has earned the trust and respect of many in the community including those in a leadership capacity not only locally, but nationally. Ms. Hanrahan has proven her dedication to the mission of this agency and has shown her compassion for our most important stakeholders, our residents in Fresno County. She has shown her support and has made every effort to attend resident events and activities. Not only does she attend, she participates in activities and takes the time to connect with families.

The agency has a comprehensive succession plan for the replacement of our CEO/Executive Director and I am appalled that Ms. Hanrahan's current role as the Deputy Executive Director/CFO is being questioned for the temporary transition. Ms. Hanrahan is and has been suitable for the interim position, as her experience and extensive knowledge supports it. She has been providing agency direction, in support of agency goals and in various occasions has served in a quasi-interim CEO/Executive Director role. Her physical presence at the office has not interrupted the day to day performance. As you know we are all working virtually, she has be allotted more time virtually to be in more team meetings across all departments during this pandemic. As we move through a transition, it is imperative to keep the business continuity and keep the culture of what the executive team has strongly built for our Fresno Housing Family!

Vincent Garcia, Fresno Housing employee:

Tracewell has the knowledge, competence, experience, vision, teamwork, heart, passion & love for Fresno Housing, Employees, Residents, Partnerships & Community to lead, guide & direct us to continued effectiveness, efficacy & greatness. She has my support & prayers.

Jennifer VanderDussen, Fresno Housing employee:

Tracewell has my full support to assume the acting CEO position. She has the experience and knowledge necessary to be successful and she also exhibits a warmth and kindness that is obvious to anyone that has ever interacted with her. She has been a strong voice for our agency and our residents and I believe she will continue to represent us positively to the community. Her physical absence from the office at times in no way hinders her performance or her ability to lead. To overlook her for this position based on that would be a mistake.

Monica Alvarado, Fresno Housing employee:

Tracewell Hanrahan exemplifies exactly what this organization needs in a leader. She has continually to lead by example while facing many issues impacting our community from socioeconomic changes, COVID-19, to striving to create diversity, equity and inclusion for our residents and employees. In spite of references made to her living in a different state, I strongly disagree that this has impacted her leadership abilities with Fresno Housing. She has continued to keep this organization moving in Preston prolonged absences, for months at a time, in his capacity as President of NARO.

Tracewell continues to see and move forward with our vision for our families and community to build a better, safer homes and provide opportunities for our assisted families. She has shown ability, knowledge, heart, compassion, love, and respect for all our FH families and employees at all levels of this organization. I have personally been privileged to work with Tracewell on several occasions, and she consistently makes an effort to not only discuss work, but she also shows concern and interest in how I am doing personally and professionally. If I haven't see her in some time she inevitably greets me with a big hug, just to let me know she was thinking of me. I have been with this organization almost 24 years and I have seen a lot of changes, however, I have never seen such unwavering support as that currently being shown by our staff to stand up for "The Right Person" to be designated the Interim Chief Executive Officer as I have seen for Tracewell Hanrahan.

I am extremely disappointed by the message sent by the FH Board of Directors in making such a hasty decision instead of fully considering Tracewell qualifications, and hope they will expediently reconsider their decision.

Phil Skye, Fresno Housing employee:

I am writing to express my strong support for the appointment of Fresno Housing's current COO,

Tracewell Hanrahan, as interim CEO of our agency. While some have expressed a desire for a national search in order to fill the interim position, such a search would be costly financially and would not yield the community's desired result – interim leadership that would ensure the highest quality of resident service possible. Ms. Hanrahan's history in our community and work within our agency speaks for itself. Her reputation and experience make her the most qualified candidate for this interim role and will ensure leadership continuity for our residents and staff. Any other choice would be unjustifiably costly and expose both staff and residents to an unnecessary gap in leadership.

While I deeply respect the community's desire for a national search, this type of search is most appropriately applied to the process of appointing a permanent CEO. Again, as a member of the management team of Fresno Housing, who has spoken to thousands of residents over the past eight months, it is my strong opinion that Ms. Hanrahan is the only choice for interim CEO that will serve both residents and staff at the level our entire community expects.

Laura Martinez, Fresno Housing employee:

Tracewell Hanrahan sets the bar high, as she leads by example every day, whether she is physically here in Fresno or working remotely as many CEO's across the nation have been doing so successfully. Where you manage your business from is just logistics. What matters is how well you perform the job. In my opinion she has done a phenomenal job at balancing all her responsibilities while producing effective results. Her availability by phone, email, teams and with her open door policy has made it very easy to communicate. Fresno Housing Employees and its Residents, Partners and our community will all greatly benefit by appointing her. Her vast knowledge, experience, and dedication alone is why Tracewell has my full support as Interim CEO. She has earned the opportunity to be appointed. I would like to encourage the board to consider appointing Tracewell as the permanent CEO to continue on the positive path that better serves our community.

The Quality Assurance and Program Integrity team of the Housing Choice Program at Fresno Housing:

Dear Members of the Board of Commissioners,

The Quality Assurance and Program Integrity Team of the Housing Choice Voucher Program are writing to address Tracewell Hanrahan serving as Interim Chief Executive Officer for Fresno Housing. We all agree that Tracewell is the most qualified person for the Interim position for several reasons. Even though she does not live here in Fresno, Tracewell has been in attendance to meetings virtually for many years now

and has assisted in running Fresno Housing since her move out of Fresno. Now that we are in the time of COVID our current CEO is not physically present at meetings but participates virtually. Which proves residency is not a factor. Someone who is capable of assisting to run an agency from another state and is already considered vital enough to be included in the decisions made for the benefit of our resident's and staff's needs is one of the reasons why they are more than qualified.

We consider Tracewell to be a fair person. She not only cares for the residents of Fresno County but also for the staff at Fresno Housing. She has proved her fairness in Union meetings during the time of negotiations when she always expresses the importance of the staff's value and worth in regards to increases.

Tracewell is also a genuine person. She is not merely polite to the staff of the agency but addresses each individual by name, no matter what their position is. Team members can attest that Tracewell has treated to them in a kind and considerate manner with genuine interest since the beginning of their employment with Fresno Housing. That type of comradery is important to us all.

We are living in a time where the current Vice President of the United States is a qualified woman for the position, and can only hope that Fresno Housing will follow that example and place Tracewell Hanrahan in the Interim position as Chief Executive Officer.

Thank you for your time,

The Quality Assurance and Program Integrity Team of the Housing Choice Voucher Program

Aurora Ibarra, Fresno Housing employee:

My name is Aurora Ibarra, Fresno Housing employee of nearly 26 years and in my early adult life was a recipient of low-income housing for 10. Commissioners, tonight, I ask that you seriously consider appointing Tracewell Hanrahan as Interim Executive Director. It should be undeniable that Tracewell is the right WOMAN for the job to sustain the continuity this agency needs to remain on course.

Tracewell TRULY is someone who grows leaders. She has this special talent of bringing all the right players to table and she has this way about her that leaves you feeling valued and respected on a personal level. She makes every effort to take a vested interest in the success of everyone she meets. And when necessary, she can be tough, but she is ALWAYS fair.

It is important to note that it was Tracewell who saw the need to take a deep dive, agency-wide, into the work of every Fresno Housing employee to ensure we were operating at our best for our community and

all stakeholders - - INCLUDING the folks who do the work to ensure our mission could be carried out, thoughtfully FOR the good of our residents and community.

We have not yet had a WOMAN break that glass ceiling as Executive Director here at Fresno Housing, but we have all seen Tracewell take the wheel on many occasions throughout the years, and in many instances at times when our ED was fulfilling his duties as President of NAHRO.

Some of you may recall that we lost Tracewell a few years back; and so while some have expressed a desire for a national search, I plead with you tonight, that you hear the voices of ALL stakeholders, to ensure that Fresno Housing staff have a voice in this decision, as we will be left to carry forward the good work we set out to do daily - - and a good leader, SUCH as Tracewell, will allow us to do that work. And, although, we WILL carry on our work as the responsible stewards we are committed to be - - respectful of your decision - - I ask that you consider the morale of our Fresno Housing Family and know THAT the work this staff commits TO do every day for this community doesn't end when we sign off at the end of a long day. Allow Tracewell to continue the good work.

Commissioners, please don't risk a lost opportunity while we have this treasure of a rare diamond right before us that we may miss an opportunity to hold onto such a gem as Tracewell Hanrahan. With all due respect, any other choice would be remiss.

Fresno Housing employees:

Boards of Commissioners:

During the February 23rd meeting, the undersigned were disappointed to watch as a valued team member, Tracewell Hanrahan, was publicly disparaged. When it comes to her character, work ethic and heart for our community, she deserved better last week. Unfortunately, we were caught off-guard, and don't want our silence to be mistaken for agreement.

Collectively, our management team of eleven individuals represents:

One hundred and sixteen (116) years of experience at Fresno Housing

We are 36% Hispanic, 27% Caucasian, 18% two or more races, 9% Black, 9% Asian,

Our expertise ranges from Housing Choice Voucher Programs, Technology, Real Estate, Resident Empowerment, Homelessness, Property Management, Communications, Neighborhood Initiatives, Finance, Accounting and Human Resources

Before we articulate a few of the reasons we are confident Tracewell is the most responsible choice for the interim position, we would be remiss not to address previous comments. We work every day with innovative, hard-working, and compassionate colleagues. This work is difficult with more need than

resources, and we remain committed to maintaining an environment free of toxicity for every resident and employee.

Tracewell has been instrumental in launching our Diversity, Equity and Inclusion initiative (DEI). Some key lessons emphasized along our DEI journey involve HUMILITY and RESPECT– and recognition that your perspective, or my perspective, is not the only perspective. There is no room for personal attacks when working to understand differences. Rather, it involves constant learning, being open-minded and RESPECTFUL to one another. We hope the discussion tonight leads only to higher caliber relationships, and improved communication, because these types of decisions have a direct impact on the morale of 200 plus staff members, who are responsible for serving nearly 50,000 residents. This management team of eleven is asking the Boards to consider tonight's decision with both humility and respect.

For anybody who is involved in the daily grind, the work-of-this-work, or has needed help solving a really challenging issue, Tracewell is consistently central to those solutions. She is the backbone of our leadership team, challenging us to think about how our actions impact residents, and has been the cornerstone of many nationally recognized accomplishments that we all enjoy celebrating. A decision to name her as interim CEO involves little, to no learning curve and ensures consistency in business continuity. We don't think it is responsible to disrupt the forward progress currently under way.

When things get difficult, there is nobody else we would rather have in our corner. Tracewell has our confidence, she has our trust and she is thoroughly knowledgeable on some of the most complex subject matter in our industry. Her leadership provides stability for our teams and we can't imagine anybody else filling this important role.

These are just some of the reasons we strongly recommend that the Boards appoint Tracewell Hanrahan as interim CEO. Thank you again for being receptive, and truly considering our perspectives. We remain proud of the work we do and are honored to be part of this strong team at Fresno Housing.

With respect,

Angelica Cisneros

Aurora Ibarra

Bobby Coulter

Christina Husbands

Doreen Eley

Hilda Reeves

Juan Lopez

Kelli Furtado

Nicole Diaz

Summer Nunes

Tracy Navarro