

MINUTES OF A CLOSED EXECUTIVE SESSION
OF THE SALEM HOUSING AUTHORITY
DECEMBER 18, 2019

A closed executive session of the Salem Housing Authority Board of Commissioners was held on Wednesday, December 18, 2019 at the Broadway Tower Community room. 205 Seventh Street, Salem, New Jersey. The meeting convened at 5:39 pm. Attending the meeting were: Paul Dice, Chairwoman Ferguson, Commissioner C. Lanard, Commissioner R. Lanard, Commissioner Smith, Solicitor Kristin Telsey, Betsy Loyle and Karen Chiarello.

Executive Director Paul Dice requested a closed session to discuss the lay-off of Jeremy Hess. Solicitor Adam Telsey had drafted a separation agreement to be used. We wanted to do what we could to avoid employment practices liabilities. Jeremy had 7 days to dispute his termination. That time has passed, and we are in the clear. We paid him \$500 in severance pay and his accrued vacation time.

Betsy Loyle explained that she knew he was stealing from the Salem Housing Authority (SHA) but that it could not be proven. The thefts were done over a short period of time. Annual inspections were done this summer and the now missing overflow and pressure valves were still in place. Approximately 30-40 hot water heaters were affected. The Commissioners questioned the fact that we had just promoted him to Maintenance Supervisor. Betsy stated that her intention was to show him that his efforts were appreciated. She had hoped this would help point him in the right direction.

The missing parts posed high risk to our tenants. Since their safety is our highest priority, GE Mechanical was brought in to do the necessary repairs. Betsy was very pleased that the staff recognized the issues and that our fantastic contractors were able to correct the issue quickly. Our REAC score still would not have been great, but it would have been better if we were not sidetracked by these issues.

Betsy stated that she will provide a detailed report each month of the work being done by Fabbri builders.

Chairwoman Ferguson asked if Jeremy understood why he was really being let go. Betsy and Paul both stated that they do not think he realized we had found the missing parts. So, no he probably did not know the real reason. He is a scrapper on the side, so the thefts were easily attributable to him.

As a result of these events we will be putting GPS tracking on all the company vehicles.

The closed session meeting ended at 6:00 pm.