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LOWELL HOUSING AUTHORITY  
EXECUTIVE SUBCOMMITTEE MEETING  
NOVEMBER 22, 2022

350 Moody Street  
Lowell, Massachusetts

--- Transcribed by Jacqueline P. Travis ---

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Board of Commissioners:

Philip L. Shea, Chairman

Mony Var, Vice Chairman

Lowell Housing Committee:

Gary K. Wallace, Executive Director

Sherry GIBLIN, Chief Financial Officer

Kevin J. Murphy, General Counsel (virtually)

P-R-O-C-E-E-D-I-N-G-S

1 Mr. Shea: Okay. Can you hear us, Kevin?

2 Mr. Murphy: Yes.

3 Mr. Shea: Okay. Excellent. Excellent.

4 I'll open up the meeting of the executive committee  
5 subcommittee of the Lowell Housing Authority, and  
6 present is our chief financial officer, Sherry  
7 Giblin; our executive director, Dr. Gary Wallace; and  
8 the vice chairman of the Board of Commissioners, Mony  
9 Var. My name's Philip Shea.  
10

11 And so there's a motion made to open the  
12 meeting by Mony Var, seconded by myself. And all in  
13 favor say aye, opposed say no. The ayes have it.

14 The purpose of the meeting today, as  
15 outlined in the minutes of the meeting of the last  
16 meeting of the Board of Commissioners is to make a  
17 recommendation for the executive committee to the  
18 full Board of Commissioners at 5 o'clock this  
19 afternoon for an interim executive director to be  
20 effective January 1st, 2023. And the board -- the  
21 subcommittee feels it's important to do that in order  
22 that we can have a true transition. Dr. Wallace will  
23 be leaving us the day before after 20 plus years as  
24 executive director, and 30 years plus representing

1 the Authority, and many other job functions.

2 So I guess, from what I understand, we can  
3 talk about a person or persons, if there's other  
4 people that you want to mention, that should be  
5 considered for this interim directorship effective  
6 January 1st.

7 I just want to also make a record for the --  
8 for the -- I wanted to make a statement for the  
9 record that the executive committee will recommend  
10 somebody to replace Dr. Wallace. And hopefully that  
11 person will accept the job, as we have nobody  
12 accepting the job until we recommend somebody. And  
13 then that person will be working with Dr. Wallace for  
14 the next 60 days -- 45 days, to January 1st. At  
15 which time he or she will take over the  
16 responsibilities.

17 In talking with our general counsel, Kevin  
18 Murphy -- I want the record to indicate he is  
19 participating in the meeting virtually -- that person  
20 can only receive 105 percent of their pay that they  
21 get now on an interim basis.

22 Hopefully Attorney Murphy has been working  
23 with our administrative person, Donna...

24 Mr. Wallace: Toohey.

1           Mr. Shea: Toohey. And apparently what  
2 Attorney Murphy has stated to me and Mony Var, is  
3 that we will be advertising for that job with the  
4 requirements during the month of December, at what  
5 point we'll see what we get for applicants. And then  
6 proceed to elect the new director sometime in the  
7 month of January. Hopefully no later than  
8 January 26th, which I think is the fourth Friday of  
9 the month. Something like that. In order that we  
10 can have a true -- a smooth transition.

11 So I think this is the first step. The second step  
12 is to advertise. The third step is to interview the  
13 candidates. The fourth step is for -- the Board of  
14 Commissioners will be interviewing the candidates; is  
15 that right, Kevin?

16           Mr. Murphy: Well actually the board of  
17 directors should be setting up a selection committee  
18 that will interview the candidates. And one of the  
19 members of the selection committee has to be a tenant  
20 representative.

21           Mr. Shea: Right.

22           Mr. Murphy: And that selection committee  
23 will interview the candidates and make a  
24 recommendation to the Board.

1           Mr. Shea: Okay. And how many members will  
2 be on that board?

3           Mr. Murphy: It all depends. That's up to  
4 the Board. Obviously it's best to get a board where  
5 you can get a majority vote. Like I recommend three  
6 or five. Whatever the board thinks is in the best  
7 interest.

8           Mr. Shea: Say that again.

9           Mr. Murphy: I would recommend that it be  
10 comprised of a number of people where you can get a  
11 majority vote from the board. So in that case it  
12 would be like three members, or you could have five  
13 members. Whatever you're more comfortable with.

14          Mr. Shea: Three or five. So you could have  
15 two Board of Commissioners and a tenant, having three  
16 members?

17          Mr. Murphy: No, I don't think that they  
18 envision the Board of Commissioners being on. I  
19 think they anticipate, for example, you could have  
20 like an employee of the -- you could have a tenant,  
21 an employee of the Housing Authority, and probably  
22 somebody from the outside to be on the committee. I  
23 like smaller committees, but that's up to you.

24          Mr. Shea: Okay, but I'm still trying to

1 answer -- we're going to put one person who's a  
2 tenant, what about the second person?

3 Mr. Murphy: Right. It could be an employee  
4 of the --

5 Mr. Shea: Then we're going to put an  
6 employee on.

7 Mr. Murphy: I always recommended something  
8 like the chief financial officer or somebody like  
9 that to be on the committee.

10 Mr. Shea: Then we're going to put the chief  
11 financial officer on. Who else?

12 Mr. Murphy: And I'd have the human  
13 relations director on. I think in this case, I think  
14 you call it the personnel director. I'm not sure.

15 Ms. Giblin: HR generalist I think is her  
16 title.

17 Mr. Shea: Yeah, HR. Okay. That's four.

18 Mr. Murphy: That's three.

19 Mr. Wallace: That's three.

20 Mr. Shea: Well you said a tenant and -- you  
21 said an employee, you said a tenant.

22 Mr. Wallace: That would be two employees,  
23 Kevin.

24 Mr. Murphy: And human relations person,

1 that's three.

2 Mr. Shea: And then the chief financial  
3 officer.

4 Mr. Murphy: Well that's who I said was the  
5 employee. It would be the chief financial officer.

6 Mr. Shea: Okay. We have a tenant, an  
7 employee, okay.

8 Mr. Murphy: The employee would be like the  
9 CFO.

10 Mr. Shea: Right. Okay.

11 Mr. Murphy: And then human relations. So  
12 the three that I would suggest would be a tenant, the  
13 CFO, and the human relations officer.

14 Mr. Var: Right. And to what number would  
15 be fine? Does it need to a board of two committee or  
16 not?

17 Mr. Shea: Did you hear Mony?

18 Mr. Murphy: No, I didn't. I'm sorry.

19 Mr. Var: The Board member as well required?  
20 Two Board member?

21 Mr. Murphy: I can't hear him. I'm sorry.

22 Ms. Giblin: Is there a requirement that  
23 there's a Board member on the selection committee?

24 Mr. Murphy: You were blurred. I'm sorry, I



1 didn't get you.

2 Ms. Giblin: The question is: Is there a  
3 requirement to have a Board member on the selection  
4 committee?

5 Mr. Murphy: You're blurring out. You're  
6 not coming out clearly.

7 Ms. Giblin: Can you hear me now?

8 Mr. Murphy: Yes.

9 Ms. Giblin: Okay. The question by Vice  
10 Chairperson Var: Is the requirement to have two  
11 Board members on the selection committee?

12 Mr. Murphy: No.

13 Ms. Giblin: No.

14 Mr. Shea: Okay. So what you're telling us,  
15 you're telling us that the Board has no say in the  
16 committee?

17 Mr. Murphy: No. You can appoint -- you can  
18 appoint Board members to the committee, but not the  
19 full Board. I wouldn't have a problem with two  
20 members being on.

21 Mr. Shea: Well then you didn't -- we're  
22 having a miscommunication. That's exactly what Mony  
23 Var asked you.

24 Mr. Murphy: Yeah, but I didn't hear him. I

1 didn't hear him. If you wanted to -- what I was  
2 saying is that you couldn't have the full Board --

3 Mr. Shea: Right.

4 Mr. Murphy: -- do the interviews. It would  
5 have to be a selection committee.

6 Mr. Shea: Okay. Got it. That's a  
7 clarification. Thank you. So this is for the  
8 interview, this is the committee that will interview  
9 the applicants and make a recommendation to the  
10 Board. So we're going to name a tenant, we're going  
11 to name the chief financial officer.

12 Mr. Murphy: Right.

13 Mr. Shea: We're going to name the human  
14 resource person, Donna?

15 Mr. Wallace: Toohey.

16 Mr. Shea: She's pretty good, isn't she?

17 Mr. Wallace: Mm-hmm.

18 Mr. Shea: And we're going to name Mony Var  
19 and we're going to name myself.

20 Mr. Murphy: That's perfect.

21 Mr. Shea: Okay. So that's -- thank you,  
22 Kevin. That was the question that Mony was trying to  
23 -- he was trying to ascertain.

24 So we're going to have a five-member person,

1 and they're going to review the applicants that we  
2 will probably get. And then we will interview.

3 And so we're going to -- Kevin, we're going  
4 to receive the applications for the month of  
5 December. And you've gone over with Donna as to what  
6 the qualifications are?

7 Mr. Murphy: Yes.

8 Mr. Shea: Okay. And you're satisfied that  
9 that's been done rightly so. So during the month of  
10 December we get these applications, and then in  
11 January, then we'll get the applications and we'll  
12 schedule and interview and the interview will be held  
13 publicly?

14 Mr. Murphy: Publicly.

15 Mr. Shea: Okay. And -- well you can tell  
16 us, is it going to be at the Mercier Center or is it  
17 going to be here in the conference room?

18 Mr. Murphy: I think it would be best having  
19 it at the Mercier Center. I don't know who is going  
20 to show up, but.

21 Mr. Shea: But there'd be people.

22 Okay. So we're going to have a tenant, a  
23 chief financial officer, human resources, Mony Var.  
24 Okay.

1           And then -- so hopefully by the end of  
2 January, I indicated the 26th, I think that's a  
3 Friday, but hopefully by the end of January the  
4 interviews are done, and a recommendation is made to  
5 the Board. At which point you can probably call a  
6 special meeting of the Board giving what, a three-day  
7 public notice?

8           Mr. Murphy: Right.

9           Mr. Shea: Is that okay?

10          Mr. Murphy: Yes. Excellent. Yes.

11          Mr. Shea: Okay. So -- okay. We'll explain  
12 that a little bit tonight. And I'm sure that the --  
13 I'm sure that everyone, you know, present will be --  
14 will be in agreement.

15          So this Board will recommend somebody by the  
16 end of January, and there will be a special meeting  
17 called by the end of January to elect.

18          Now in the meantime, are we going to give  
19 the new director a contract?

20          Mr. Murphy: You don't have to give him a  
21 contract because he's already an employee. You can  
22 pay him up to 105 percent of --

23          Mr. Shea: No, I'm talking about the new  
24 director. Not the interim director.

1           Mr. Murphy: Oh, the new. I missed -- the  
2 new director, you would give him a new contract.

3           Mr. Shea: And that's going to be in the  
4 advertisement? Yes or no?

5           Mr. Murphy: It can be if you want.

6           Mr. Shea: Doesn't have to be. Okay. So  
7 the new -- the new director will work out a contract  
8 with the members of the executive committee, I  
9 assume, and general legal counsel to present to the  
10 full Board for commencement.

11          Mr. Murphy: Correct.

12          Mr. Shea: Okay. Do you have any idea, does  
13 that seem right?

14          Mr. Wallace: Yeah. Yeah.

15                 How long is the advertisement held open for?  
16 It's just two weeks?

17          Ms. Giblin: We can go longer, but I think  
18 it said in the notice it has to be at least two  
19 weeks.

20          Mr. Shea: Kevin?

21          Mr. Wallace: And that's going to go out  
22 when, December -- right away?

23          Mr. Murphy: I can't hear him. I can only  
24 hear Chairman Shea or Ms. Giblin.

1           Mr. Wallace: Kevin, I was questioning how  
2 long you had to have the advertisement for.

3           Mr. Murphy: You're coming out awful. Give  
4 it to Sherry.

5           Ms. Giblin: They're asking, Kevin, how long  
6 the advertisement has to be in for. I said I read  
7 two weeks, I believe. At least two weeks.

8           Mr. Murphy: It could be. I have the  
9 guidelines.

10          Ms. Giblin: Sure.

11          Mr. Shea: Did he answer that?

12          Ms. Giblin: He's looking at it right now.  
13 He's got the guidelines too.

14          Mr. Shea: That makes sense, huh?

15          Mr. Murphy: At least once a week for a  
16 minimum of two weeks.

17          Mr. Shea: At first I thought he was telling  
18 us that we had to name three outsiders to the  
19 committee.

20          Ms. Giblin: Okay. Yes, it is. Kevin just  
21 confirmed two weeks. A minimum of two weeks.

22          Mr. Shea: A minimum. So we can do -- we  
23 can start the interview process. When would you want  
24 to start that? December? I'm going to be around --

1 I'm not going to be around mid January.

2 Commissioner Var just indicated to us that  
3 -- with that being the case, a two-week period for  
4 applications, Mony suggested that maybe we can start  
5 in December interviewing. Does that make any sense?

6 Mr. Murphy: It makes sense to me, yeah.

7 Mr. Shea: Okay. I think the committee  
8 would like to have you present during those interview  
9 sessions.

10 Mr. Murphy: Excellent. If you can schedule  
11 them any day but Tuesday.

12 Mr. Shea: That's exactly what I want to get  
13 at. So we can schedule it any day but Tuesday. Also  
14 Thursday, isn't that a bad day? Don't you go down to  
15 --

16 Mr. Murphy: Only in the good weather.

17 Mr. Shea: Okay. So make a note, please,  
18 Sherry of that, that if we can start the process mid  
19 December, any day but Tuesday, give Attorney Murphy a  
20 few days' notice so he can put it in his schedule or  
21 fix his schedule, we can probably, you know, have an  
22 idea. Does that make sense?

23 Mr. Wallace: The only concern I have is  
24 that -- like she has to advertise in the Narrow

1 Bulletin and I don't know when those come out.  
2 Because you got to time it. Like they don't come out  
3 every week like the newspaper does.

4 Ms. Giblin: So in the guidelines, which  
5 Donna has, we were going over it today, there's --  
6 actually, Narrow isn't listed here. So they have the  
7 list here where they encourage you to post.

8 So Gary's concern is some of these may not  
9 be legally publications, so we have to time it so  
10 that we can hit -- say, for instance, they're monthly  
11 publications, we want to make sure we hit --

12 Mr. Murphy: Well we're doing the best we  
13 can, making the efforts we can. We can't be -- we  
14 can't tie our hands to someone else's deadlines,  
15 because we need to hire an executive director and  
16 we'll do the best we can.

17 Ms. Giblin: And the other other thing I  
18 wanted to just bring up, Kevin, that I noticed in  
19 reading this is that it says that for the effective  
20 date for the new executive director, it has to be at  
21 least 60 days out, because you have to give DHCD  
22 60 days to approve it.

23 Mr. Murphy: Right. I know. They have to  
24 approve it -- bear with me one second.



1 Mr. Shea: What was his comment?

2 Ms. Giblin: He's looking through the  
3 guidelines now.

4 Mr. Shea: Well let me tell you, they gave  
5 Gary nothing but a headache for years.

6 Ms. Giblin: I know.

7 Mr. Shea: And he basically told them to go  
8 to hell. So you know -- well the whole bottom line  
9 is that they're a paper tiger. Remember, this is the  
10 state. They didn't approve his contract for five  
11 years, and you know what he told them? Right.  
12 Because they were going to shortchange him. 30 years  
13 here.

14 Mr. Murphy: I don't see that, Sherry, that  
15 it has to be 60 days. Hold on. At least 60 days  
16 from the day that it will be submitted to DHCD the  
17 employment agreement -- yeah, it must be at least  
18 60 days from the date it is submitted. So they're  
19 giving DHCD two months to approve the selection.

20 Ms. Giblin: So if we submit in January,  
21 that means it will be effective March. So it's just  
22 one more -- when I was reading through this it's just  
23 one more timeline that --

24 Mr. Murphy: If DHCD takes that long to

1 approve it.

2 Ms. Giblin: Right. It could come back  
3 quicker.

4 Mr. Murphy: Yes.

5 Mr. Shea: Listen, that's fine. Whatever it  
6 is, it is. We're just going to move forward.

7 Mr. Wallace: Sure.

8 Mr. Shea: Whatever it is, it is. We'll  
9 just move forward.

10 Mr. Murphy: Yeah, the Board will make it's  
11 selection very quickly. And then it will be  
12 submitted to DHCD for approval. They could come back  
13 very quickly also, hopefully. But at least you'll  
14 get your job done by January -- the mid January, it  
15 looks like.

16 Mr. Shea: Well that's fine because --  
17 February, March -- I'm leaving here on March 5th,  
18 right? I'll be gone for six weeks. I'll be going  
19 down to South Carolina.

20 Mr. Murphy: Yeah, it should move fine.

21 Mr. Shea: Okay. Sherry, anything else that  
22 you want to bring out?

23 Ms. Giblin: No. I think that was all I  
24 had.

1           Mr. Shea: So that's the detail. That's the  
2 detail.

3           With respect to the candidates, is there  
4 also a time frame for selecting the committee, Kevin?  
5 Counsel, time frame for selecting the committee?

6           Mr. Murphy: I think we just did. I mean,  
7 the Board can do that tonight, if you wanted to.  
8 Maybe that's a little too quick, but you can. When's  
9 the December meeting?

10          Mr. Shea: December 9th.

11          Mr. Wallace: 14th.

12          Mr. Shea: Sorry, 14th.

13          Mr. Murphy: I mean, the executive committee  
14 is the one that's handling the interviews as the  
15 process, so you can appoint the selection committee.

16          Mr. Shea: Okay.

17          Mr. Murphy: You could do that right now.

18          Mr. Shea: Okay. So I will have a motion  
19 before us to select the interview --

20          Mr. Murphy: No, we'll have to wait. We're  
21 going to have to figure out who the tenant is.

22          Mr. Shea: Okay. Well I mean, could we put  
23 Joanie Bernes on as the tenant?

24          Mr. Murphy: No. I don't think so. Then

1 you have three -- you have three Board members.

2 Mr. Shea: Then put him on, I'll go off the  
3 board. Mony can be the chairman.

4 Mr. Var: No, I can -- if that's the easy  
5 way, let me go off.

6 Mr. Shea: I can go off, you can be the  
7 chairman. Well why don't you -- whatever we can get  
8 accomplished today, it's just -- it's just minutia  
9 that we're going through and --

10 Mr. Murphy: I think you accomplished a lot  
11 already. You already -- you know, we're going to  
12 make a recommendation for the interim director. We  
13 already established that the advertisement is going  
14 to be done as quickly as possible, and that the  
15 selection committee will be the five people that we  
16 just talked about, other than getting the name of the  
17 tenant.

18 Mr. Shea: Okay. We'll find a tenant.

19 Mr. Wallace: I agree. Yeah, you can  
20 announce tonight that you're appointing the committee  
21 and you've already appointed four members, you'll be  
22 appointing a fifth member. A resident.

23 Mr. Shea: You got somebody? Okay. Yeah,  
24 okay. Four plus the tenant. Okay. So -- all right.

1           So now the question of who are we going to  
2 recommend? And maybe I should have a motion by Mony  
3 Var --

4           Mr. Murphy: Right.

5           Mr. Shea: -- for a name and I can second  
6 it.

7           Mr. Murphy: Correct.

8           Mr. Shea: And that person will be -- then  
9 we'll have a vote.

10          Mr. Murphy: Correct.

11          Mr. Shea: And that person will be the  
12 person that we choose to carry the torch.

13          Mr. Murphy: Yes.

14          Mr. Shea: Effective January 1st.

15          Mony, do you have a name?

16          Mr. Var: Yeah.

17          Mr. Shea: Who do you recommend?

18          Mr. Var: Tha Chhan.

19          Mr. Shea: Mony Var recommends Tha Chhan,  
20 the chief admission officer of the Lowell Housing  
21 Authority, and I will second that motion to appoint  
22 Tha Chhan as the interim director effective  
23 January 1st.

24          And Tha Chan is out in the hallway, maybe we

1 ought to ask him officially if he will accept the job  
2 as interim director. How would it be if we went over  
3 and said to Tha Chhan you got -- come to think of it,  
4 I don't want the job. In fact, he may not want the  
5 job six months after. But Tha Chhan -- Kevin, did  
6 you read his résumé?

7 Mr. Murphy: Yes. Very impressive.

8 Mr. Shea: Impressive. Where he came from.

9 Mr. Murphy: Right. Exactly.

10 Mr. Shea: He didn't have shoes on his feet.  
11 He didn't have food in his stomach.

12 Mr. Murphy: Yeah.

13 Mr. Shea: Left because of a regime that was  
14 killing people. Came to the country, couldn't speak  
15 a word of English. Got a degree in business, got a  
16 master's degree from Boston University, came to work  
17 here 30 years ago. Worked his way up the ladder.  
18 Housing clerk, a housing inspector, administrative  
19 aid, assistant division director, chief admission  
20 officer. I'd say nobody ever gave him anything for  
21 nothing.

22 It's amazing. I had no idea until I got a  
23 copy of his résumé, the struggle that he had and the  
24 accomplishments that he made in his life. 33 years.

1 Gary knew him when he was a guy up in Salem Street  
2 that -- that didn't have two bucks in his pocket.  
3 30 years ago.

4 A person that's technically, technically  
5 perfect. A different type of person. And I just  
6 think -- I just think it's important that he brings  
7 around the people he wants around him, because it's a  
8 challenging job.

9 So that motion prevails and we will -- we  
10 will -- before this meeting closes we'll get Tha  
11 Chhan in here and ask him if he'll accept the job.

12 What else are we missing, Kevin, from your  
13 point of view? Sherry, from your point of view, or  
14 Gary?

15 Mr. Wallace: No, I think you've got it.  
16 Kevin's right, you accomplished a lot.

17 Mr. Murphy: I think we also -- the only  
18 thing that I would suggest is that we also start  
19 talking about the contract right now, is that -- not  
20 right now. Not today. But I'm just saying that when  
21 the Board does offer the person the permanent job,  
22 there should be a contract along with that  
23 appointment that that person will accept.

24 So we can start working on that contract

1 now, on just the details. Because it has to be  
2 according to the DHCD guidelines. And I can work  
3 with Donna Toohey and Sherry on that.

4 Mr. Shea: Now you had nothing but heartache  
5 and difficulty dealing with that organization on  
6 Gary's contract for years. Why do you -- why do you  
7 -- I mean, they haven't even acknowledged Gary as the  
8 leader.

9 Mr. Murphy: I know. I just -- I'm just --  
10 I mean I just think that this is such a -- yeah, I  
11 think we're going to have such a quality candidate,  
12 that this is the type of individual that they want  
13 and --

14 Mr. Shea: Right. Exactly. The new  
15 guidelines that were printed up eight years or so ago  
16 took into place different requirements. Is that the  
17 way you put it?

18 Mr. Murphy: Yes.

19 Mr. Shea: And so -- okay. And the  
20 legislature apparently approved those requirements  
21 back in -- from what I understand, seven years ago.  
22 And so --

23 Mr. Murphy: Correct.

24 Mr. Shea: So that's the point that you



1 brought to my attention, which I picked up in looking  
2 at the material. Yeah, it's -- and I do think -- I  
3 think we have an exceptional candidate and -- but  
4 he'll find out it's not that easy a job, I'll tell  
5 you that.

6           Okay. So tonight we should just -- we  
7 should indicate that we've formed an interview  
8 committee, indicate that we recommend Tha Chhan, and  
9 indicate that it's going to be a public notice. Make  
10 sure, Sherry, that I list all those tonight.

11           And what else, Kevin, should we be thinking  
12 of doing?

13           Mr. Murphy: That's fine for right now. You  
14 know, the interim director, get him appointed tonight  
15 and then we can start -- I can start working with  
16 Donna Toohy and Sherry and the rest of the  
17 administration in making sure that the advertisement  
18 goes out right away, and that the applications are  
19 available for the selection committee to review and  
20 interview.

21           Mr. Shea: Yeah, okay. And when you work on  
22 the contract we'll be working with -- will the  
23 executive committee be working on his contract with  
24 you and Tha?

1           Mr. Murphy: Yes.

2           Mr. Shea: Okay. Because we have to figure  
3 out his remuneration and everything. And now another  
4 question I have is since he's the interim director  
5 effective January 1st for two weeks or two months,  
6 Allison Patel, I assume, will become the chief  
7 admission officer.

8           Mr. Murphy: Interim.

9           Mr. Shea: Interim. So she'll be there as  
10 long as -- until it all works out. And so do we give  
11 her a five percent boost in pay also?

12           Mr. Murphy: Yes. Since she's assuming  
13 additional duties, that probably would be in order.

14           Mr. Shea: Okay.

15           Mr. Murphy: I mean, I don't know what five  
16 percent --

17           Mr. Shea: Five percent for her is 4,500.  
18 That's \$85 a week.

19           Mr. Murphy: That's not -- it's not obscene,  
20 so that sounds good.

21           Mr. Shea: 17 bucks a day. Okay. So --  
22 okay. So she'll be named interim director.

23           Now we have a situation where we have a --  
24 we have a -- we have an assistant director; is that

1 Adam's title? What happens to the assistant  
2 director? Does he serve -- does he serve at the will  
3 of the new director coming in or does he -- will he  
4 serve at the will of the director on January 1st?

5 Mr. Murphy: Well it all depends on what you  
6 mean by at will. Are you talking about the assistant  
7 executive director right now?

8 Mr. Shea: No, I'm talking about  
9 January 1st. Right now Gary's the director. If Gary  
10 was to get sick or decide to fly to Qatar to watch  
11 the World Cup on his private jet --

12 Mr. Murphy: I always taught it was Qa-tar.

13 Mr. Shea: It is. Something like that.  
14 Saudia Arabia beat Argentina today, I saw that.  
15 Argentina's one of -- but anyhow, but on January 1st,  
16 I mean, that's an appointed position. So on  
17 January 1st does he stay in that appointed position  
18 because if Tha was to get sick, then he's the  
19 director. And what happens if we may want to put  
20 Sherry in as the director? As assistant director.

21 Mr. Murphy: First of all --

22 Mr. Shea: Or we want to appoint Jonathan  
23 Goldfield?

24 Mr. Murphy: I'll have to look at the

1 personnel policy. I'm not so sure that --

2 Mr. Shea: Or should we just change -- first  
3 of all, we started changing the personal policy --  
4 personnel policy, we started to change it two and a  
5 half years ago. And we worked on it for about a week  
6 and then we took the 82 pages and just put it aside,  
7 where in my office it's collected an inch of dust.

8 So the personnel policy of the past will  
9 have to be revised because I think it has to be  
10 modernized for the future. I think -- I think the  
11 director has too much power in the personnel policy  
12 today. I think the Board doesn't have the authority  
13 or the power or influence that it should have in  
14 running the Housing Authority. Because the Board  
15 runs the Housing Authority, not hired employees.

16 The personnel policy indicates a personnel  
17 -- indicates that an employee, a person that's  
18 subjected to rules and regulations of the Board, he  
19 runs the Housing Authority because he can hire, and  
20 he can fire. He can fire anybody.

21 Mr. Murphy: Correct.

22 Mr. Shea: Coming in late for anything. And  
23 he can hire anybody without the Board's approval.

24 Mr. Murphy: Correct.

1           Mr. Shea: And I find that not in the best  
2 interest of the Authority. Gary has done a  
3 remarkable job with the Authority for 21 years, but I  
4 do think moving forward we ought to take a look at  
5 that. And I do think the personalities have played a  
6 big part in the past. And so I think the personnel  
7 policy should be something that should be looked at  
8 in the month of December, starting January 1st.

9           Mr. Murphy: Yup.

10          Mr. Shea: But Mr. Garvey is the -- right  
11 now if Gary was to get sick and was not available to  
12 be here, although he's -- luckily he's going to be  
13 here to help Tha get his feet wet a little bit, but  
14 the bottom line is that the personnel policy is a  
15 powerful document and nobody, including myself, even  
16 knew it was in there. It's very similar to our  
17 financial balance sheet. If you go to page 29 and  
18 you find out how much money we're owed from River  
19 Edge.

20          So I don't think that we ought -- we ought  
21 to just be very candid and respectful with respect to  
22 going forward. I don't think Tha Chhan should have  
23 the power that Gary has. Gary had the power eight  
24 years ago because it was necessary due to a variety

1 of circumstances, including the previous five years  
2 that he was here. So I just think that, for the  
3 record, the personnel policy should be something, but  
4 I don't think Tha Chhan or any director in the future  
5 should have exclusive right to hire or exclusive  
6 right to fire an employee. There has to be -- there  
7 just has to be another way of -- a better way.  
8 Because I had on more than one occasion in the last  
9 three years employees tell me if I didn't fall in  
10 line I could get fired. And when you have a wife and  
11 children at home worrying about a paycheck, you know,  
12 that's an uncomfortable feeling.

13 But back to the director, Adam Garvey right  
14 now takes over for Gary if Gary wasn't here. What  
15 happens on January 1st?

16 Mr. Murphy: It will be the same thing,  
17 unless you change the personnel policy.

18 Mr. Shea: Why wouldn't the director have  
19 the right to put Mr. Garvey in another spot, because  
20 he's not --

21 Mr. Murphy: He can do that.

22 Mr. Shea: That's right.

23 Mr. Murphy: He can get him in another spot.

24 Mr. Shea: That's right. He can put him in

1 another spot and he can state the salary. I don't  
2 mean to take any of the pay away from him, but  
3 everybody in this room knows, including you, Kevin,  
4 you know that I'm very disappointed in his  
5 performance. And I will say no more.

6 Mr. Murphy: Correct.

7 Mr. Shea: And I'm going to just end it  
8 there. Everybody has decisions and choices to make.  
9 And I think he's had decisions and choices to make  
10 which don't coincide with the way I think about life  
11 and people. And whereas -- so I just think that  
12 that's something that should be discussed.

13 So when Tha Chhan takes over on January 1st,  
14 he knows exactly where he stands. And quite frankly,  
15 not just leave -- I'll leave Mr. Garvey's future with  
16 the Housing Authority up to Tha Chhan, particularly  
17 when he becomes -- assuming he will become the  
18 permanent.

19 But if you think the last 22 months have  
20 been easy being part of this Board, particularly for  
21 Mony Var and myself, I can tell you, it hasn't been.  
22 And I think, Kevin, you know that from a personal  
23 point of view because of our relationship.

24 Mr. Murphy: Correct.

1           Mr. Shea: So with that being the case,  
2 we'll call Tha in here and ask him if he wants the  
3 job.

4           Mr. Murphy: All right.

5           Mr. Shea: But I want -- if I said something  
6 that's nebulous -- I just want to clear up one thing.  
7 I'm not for letting -- I'm not -- I don't want to  
8 hurt Adam Garvey. He's got a wife. He's got two  
9 kids. He knows I feel that way. I've told him that  
10 five times, but it went in one ear and out the other.  
11 But I do think that his effectiveness for the future  
12 is -- it's not appreciated. Is that a delicate way  
13 of saying it?

14           Mr. Murphy: Correct. And I'll look at the  
15 personnel policy to see if it's allowed or makes  
16 recommendations relative to those issues.

17           Mr. Shea: Before we bring Tha in, anything  
18 you want to add?

19           Mr. Var: No.

20           Mr. Shea: Sherry, anything -- what about  
21 you? Do you want to say anything for the record?  
22 Can you just bear with us, I'll go get Tha Chhan.  
23 Why don't you get him.

24           Okay. Nice work, Kevin. I know you've been



1 burning some midnight oil here. I saw the BC/Notre  
2 Dame game the other day. I felt a little bad for  
3 Boston College.

4 Mr. Murphy: Did you notice the second half  
5 though? What did it remind you of?

6 Mr. Shea: I don't know what it reminded me  
7 of. I felt bad --

8 Mr. Murphy: The BC -- the Notre Dame/Penn  
9 State game we attended.

10 Mr. Shea: The Notre Dame/Penn State game we  
11 went to 25 years ago, it was so cold at halftime your  
12 brother brought our father back to the Marriott, it  
13 was so GD cold. He had to -- Greg had to bring him  
14 back to the hotel because your old man froze to  
15 death. That's exactly right.

16 Okay. We now have Mr. Tha Chhan here and  
17 boy, your ears must have been burning. We were  
18 really boasting about you. And Attorney Murphy's  
19 down in Worcester and of course you know Sherry and  
20 you know Gary.

21 Mr. Var: Hello.

22 Mr. Shea: And the executive committee would  
23 like to make a recommendation to the full Board  
24 tonight that effective January 1st, 2023, that you be

1 named the interim director of the Lowell Housing  
2 Authority. And we have you here, Tha, to ask you if  
3 you would accept the job.

4 Mr. Var: I would. I am very much  
5 interested in the position and looking forward to the  
6 opportunity.

7 Mr. Shea: Did you hear that?

8 Mr. Murphy: I didn't hear that. No, I  
9 didn't hear it. Sherry will repeat it for me. Is  
10 that yes?

11 Mr. Chhan: Yes, I am interested in the  
12 position and looking forward to this opportunity.

13 Mr. Murphy: Okay. Excellent. Great.  
14 Thank you.

15 Mr. Shea: Okay.

16 Mr. Murphy: Mr. Chairman?

17 Mr. Shea: Yes.

18 Mr. Murphy: I would just -- if it's all  
19 right with you, I would recommend that the motion  
20 would be that you appoint Tha Chhan interim executive  
21 director and compensate him at 105 percent of his  
22 current salary.

23 Mr. Shea: Okay. Momy just made that  
24 motion, I second it. All in favor say aye.

1 Mr. Var: Aye.

2 Mr. Shea: Aye.

3 Opposed? The ayes have it. So whatever he  
4 -- you get 105 percent, Sherry?

5 Ms. Giblin: The actual dollars amount is  
6 124,997.

7 Mr. Shea: That's with the 15 percent?

8 Ms. Giblin: That's with the extra five  
9 percent.

10 Mr. Shea: That's what the state allows us.  
11 But more importantly let -- Tha, do you have any  
12 questions, Tha?

13 Mr. Chhan: At this point, I don't.

14 Mr. Shea: Even better.

15 Mr. Chhan: At this point I don't have any  
16 questions. And thank you for the opportunity.

17 Mr. Shea: Well you're welcome. Let me tell  
18 you something, Tha. I read off your résumé, and that  
19 was impressive. And you started here about the same  
20 time as Gary did. And he started on Market Street  
21 and you started on Salem Street, but he was making --

22 Mr. Wallace: I started downstairs.

23 Mr. Shea: Downstairs.

24 Let me just tell you something, for you to

1 come over here and to do what you did, to get through  
2 that ugly scene being chased by bad people.

3 Mr. Chhan: Yeah.

4 Mr. Shea: To get through the fields and to  
5 get to America, to come here, to not have any shoes  
6 on your feet, food in your stomach or money in your  
7 pocket, it's remarkable. It's remarkable, what you  
8 did with your life. And when I read this I didn't  
9 know. And I've known you now for 11, 12 years. I  
10 never knew that you worked so hard to go to Franklin  
11 Pierce. I never knew you worked so hard to get a  
12 master's degree at Boston University. And  
13 incidentally, my kids that have known -- I told my  
14 son Brian, I actually went to Boston University for a  
15 couple of courses. My son Brian said that I never  
16 knew that, Dad. I said yeah, that's another story  
17 for another day.

18 But to go there and get a master's degree,  
19 to come back to the housing to start off at the  
20 bottom, to start off from the bottom, interpreter of  
21 the housing, the housing inspector, administrative  
22 aid, assistant division director, to go on to chief  
23 admission officer. And I know I don't know anything  
24 about HUD and all what your paperwork do. I can

1 follow her a little bit, two and two is four. But  
2 the work you guys do over there, and then to go to  
3 the top. And to raise your family and to send your  
4 -- one of your kids went to Bentley I think, and to  
5 be able to do what you did with your life and then  
6 have an opportunity to be the director of a housing  
7 authority, which is a great job. Prestigious. But  
8 you're going to find out, like Gary will tell you,  
9 it's hard.

10 I was amazed when I got this. Because I  
11 never -- despite the fact we had coffee, we've talked  
12 for years, you're so humble. You know, you're so  
13 humble about who you are and what you accomplished in  
14 life.

15 And Gary, I talked to Kevin about it, he was  
16 delightfully surprised. So yeah, now you have an  
17 opportunity with the bulletin board to head the  
18 Authority and to take it and to form it. I think  
19 it's quite a story.

20 Mr. Chhan: Thank you.

21 Mr. Shea: So and of course Mony, you know,  
22 same thing. He took the same path that you took with  
23 Vannah, you know, Sicari and those guys. I mean to  
24 get here -- you got the story about my mother getting

1 an award back in '82 because she brought seven  
2 Cambodians into her house. My mother, up in Pelham.  
3 Seven. Through the Catholic church and St. Patrick's  
4 Church. And she got a big award. And I found it in  
5 her paperwork.

6 But anyway, that's basically it. But  
7 basically we're going to put you in, we're going to  
8 name a committee -- a committee's been named; is that  
9 right, Gary? And we're going to advertise, and  
10 Kevin's walked us through what we can do versus what  
11 you can't do. And it looks like you go in officially  
12 the first -- you can come over here -- work out your  
13 schedule with Gary. Just hang around with Sherry and  
14 Gary and they'll bring you -- you know, they'll --  
15 you just got to get accustomed.

16 This is the first time we've had a new  
17 director in 22 years. 22 years. I mean, that's a  
18 long time. And it's -- so Kevin's worked this  
19 through, we have an interview committee. A tenant,  
20 CFO, human resource, Mony and myself. And we hope we  
21 can do the process, get it advertised and do the  
22 interviews probably in January and get this thing  
23 accomplished by -- we have a waiting period. Kevin  
24 found out they have a waiting period. We have to

1 take your application, put it down in Boston and get  
2 it approved. But I would think that the worse case  
3 scenario, it should be -- if that's the avenue that  
4 we choose it should be probably no later than mid  
5 February. Right, Kevin?

6 Mr. Murphy: Yes. Exactly. Exactly.

7 Mr. Shea: We're going to try to expedite  
8 the thing. You've got your own likes and dislikes.  
9 You want to bring around your own people. I've  
10 always said that I felt that -- and Gary knows I feel  
11 this way, that I do think a reorganization of the  
12 organization chart is something that we ought to be  
13 thinking about. Because there's one thing that I  
14 think has gone crazy here, and that is some of the  
15 employees don't really know who their boss is. Or  
16 maybe they don't want to know who their boss is. But  
17 I do think if you can -- you have some work in front  
18 of you, believe me. So I think that's about it.

19 Mony, do you have anything to say?

20 Mr. Var: No, nothing.

21 Mr. Shea: Okay. With that being the case  
22 then I'll call a motion to adjourn the meeting. Tha  
23 Chhan has accepted the interim director's job as of  
24 January 1st. The motion by Mony Var, I'll second the

1 motion to adjourn the subcommittee on -- the  
2 executive subcommittee of the Lowell Housing  
3 Authority.

4 Motion made, seconded. All in favor, aye.  
5 Opposed? Ayes have it.

6 The meeting is adjourned.

7 (Whereupon the meeting of the executive  
8 subcommittee concluded.)  
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