

# **Fayetteville Housing Authority**

## **Meeting Minutes**

February 26, 2019

### **I. Call to order**

Kristen Bensinger moved to adjourn, Ezra Breashears seconded. Motion carries unanimously. called to order the regular meeting of the Fayetteville Housing Authority Board of Commissioners at 6:00 pm on February 26, 2019 at City Hall Room 111, 113 W. Mountain Street, Fayetteville, AR.

### **II. Roll call**

Commissioner Evelyn Stafford conducted a roll call. The following persons were present: Lucky McMahon, Kristen Bensinger, Evelyn Stafford, and Ezra Breashears. Also attending were Jim Crouch, Attorney for Fayetteville Housing Authority, Angela Belford, Interim Executive Director, Joy Hunnicutt, Public Housing Director, Tamara Wesley, and members of the public.

### **III. Open Issues**

Public Hearing of Ms. Wesley's termination of employment.

- a) A brief summary request made from board of events requested from Interim Executive Director Angela Belford and Ms. Wesley that lead to the termination of Ms. Wesley's termination.
- b) Brief description from Interim Executive Director Angela Belford of the events that lead up to the termination of employment of Ms. Wesley. Ms. Belford stated that a verbal conversation happened, and that she also provided a detailed explanation by letter to Ms. Wesley regarding the specific reasons she was terminated. Interim Executive Director Angela Belford also provided information regarding the position that Ms. Wesley was hired for and the tasks she had been asked to complete.
- c) Throughout the description of events by Interim Executive Director Angela Belford the board asked specific questions regarding the hiring process and qualifications and specific questions regarding training. Also discussed people skills vs. technical abilities of Ms. Wesley. Interim Executive Director Angela Belford stated that Ms. Wesley had overstated her qualifications during the interview process.

- d) Ms. Wesley was called to the table to provide a description of the events that led to her termination. Ms. Wesley also provided additional documents to the board showing communication between herself, the Interim Executive Director, and Commissioner Melissa Terry.
- e) Throughout the description of events by Ms. Wesley the board asked specific questions regarding the claims Ms. Wesley stated in her appeal. Ms. Wesley stated she is a disabled employee and requested to be provided a reasonable accommodation for her conditions. However, Ms. Wesley stated that she did not want to disclose her disability. Ms. Wesley read her statement to the board regarding her appeal. She also read through additional information she had brought to support her appeal. Ms. Wesley stated that she did not receive adequate training for her position. Ms. Wesley also quoted policy and procedures from the employee handbook and additional information from the Federal Government Office of Personnel Management's website. Ms. Wesley asked for compensation throughout appeal process because she did not believe she violated any employment policies or procedures of FHA.
- f) Throughout the description of events by Ms. Wesley the board asked specific questions regarding the events. The board also asked for clarification of Ms. Wesley's statements. Ms. Wesley brought up specific names of other employees and denied all accusations made against her. When specifically asked about the quality and amount of training she received by the Board, Ms. Wesley stated that the training she did receive was great. Ms. Wesley answered to the board she was there for two weeks and completed the training in less time than it was set up for. Ms. Wesley stated her reasonable accommodation request was for face to face training. Ms. Wesley stated that out of the time she was with FHA she did not receive proper training. This statement was made after stating that the initial training was great. Ms. Wesley also went on to provide information regarding her knowledge, skills, abilities, and past work experience. Ms. Wesley also stated she had been barred from the office to be able to continue her job/training.
- g) Board voted to go into Executive Session to discuss the termination of employment of Ms. Wesley. The motion passed.
- h) Board voted to rescind the motion to go into Executive Session.
- i) Board asked questions to Interim Executive Director Angela Belford regarding training for other employees. Interim Executive Director Belford

provided a detailed explanation of the training opportunities that had been provided to Ms. Wesley. Interim Executive Director Angela Belford further explained that Ms. Wesley had a hard time grasping the different trainings that were required of her. Interim Executive Director Angela provided a detailed explanation of what trainings were requested of Ms. Wesley.

- j) The Board gave time to Ms. Wesley to provide a rebuttal. The board also had specific questions regarding the training she had been assigned. The board also asked questions regarding the time it took Ms. Wesley to complete the training, and reasonable accommodation request.
- k) The Board voted to go into Executive Session to discuss the termination of Ms. Wesley.
- l) The Board voted to return from Executive Session. The board proceeded forward in a roll call. The board voted to uphold the decision made by Interim Director Angela Belford in the termination of the employment of Ms. Wesley as the Voucher Program Operations Manager.

#### **IV. New business**

- a) Announcement/Question

Interim Executive Director Angela Belford brought to the table information regarding an easement the City of Fayetteville had requested. Interim Executive Director Angela Belford asked to receive any additional questions from the Board of Directors regarding the easement before next scheduled meeting so that Angela could forward those questions to the City of Fayetteville Engineer for the project.

#### **V. Adjournment**

Kristen Bensinger moved to adjourn, Ezra Breashears seconded. Motion carries unanimously.