

Summary of Grounds for Employment Action

The following chart summarizes the grounds upon which the Board of Commissioners of the Housing Authority of the City of El Paso chose to enter into discussions to conclude Pablo Salcido’s employment as President & Chief Executive Officer of the Housing Authority. The following grounds are generally, but not entirely, listed in chronological order. The items summarized below, taken together, constitute legitimate cause for termination. The evidence/documentation contains some, but not all, sources in support of the Board’s actions pertaining to this matter.

Grounds	Description Summary	Evidence/ Documentation
Failure and/or Refusal to Perform Duties and Responsibilities – Negligence and Competence	You notified the Commissioners you planned to hire an unqualified Public Information Officer, at the request of a friend, until the Board intervened. The Board lost confidence in you as a result of this.	Testimony of Chairperson Ramirez
Failure and/or Refusal to Perform Duties and Responsibilities – Negligence and Competence, Providing Incorrect, Partial or Misleading Information to the Board	The Board requested information on how a contractor, BORMAC, was paid. You informed the Board the contractor was paid on a flat fee basis in the range of \$3,000, when in fact it was later stated to the Board that BORMAC was paid on a contingency fees basis and its possible fees could exceed \$25,000. You then compromised the Board’s review of this matter by communicating with BORMAC without the Board’s knowledge or consent	Testimony of Chairperson Ramirez
Failure and/or Refusal to Perform Duties and Responsibilities – Unprofessional Conduct, Lack of Restraint, Damaging/Undermining Board-CEO Relations	You were angry and hostile towards, without justification or provocation, towards the Board Chairperson. You became angry with and then hung up on the Board chair during a routine telephone conversation with the Chairperson.	Admissions by you; testimony of Chairperson Ramirez
Failure and/or Refusal to Perform Duties and Responsibilities – Negligence and Competence, Damaging/Undermining Board-CEO Relations	You agreed in open session of a public meeting that you accepted the Board’s desire to have an opportunity to provide its “advice and consent” prior to the hiring of executive management who reported directly to you. Later, you changed your mind. This caused the Board to call a special meeting to clarify the issue for you.	Agenda and minutes from meetings at issue
Failure and/or Refusal to Perform Duties and Responsibilities – Negligence and Competence	You allowed the Interim Director of HR to manipulate and control the evaluation of candidates for the position of Director of HR. The Interim Director of HR, with your knowledge and/or consent, changed the requirements of the job and conducted her own investigations to enhance her chances of obtaining the job and to harm the other finalist candidates chances to	Documents pertaining to the search and selection of the Director of Human Resources

	obtain the job	
Failure and/or Refusal to Perform Duties and Responsibilities – Unprofessional Conduct, Damaging/Undermining Board-CEO Relations	You attempted to intimidate the Board Chairperson by claiming she had a conflict of interest (which she did not have) and then using the alleged conflict to force the Chairperson to oppose initiatives by her fellow Commissioners	Testimony of Chairperson Ramirez
Failure and/or Refusal to Perform Duties and Responsibilities – Undermining the Board, Damaging/Undermining Board-CEO Relations	You attempted to intimidate one or more Commissioners by falsely claiming you had a “file” on one particular Commissioner and that you would use the information in the file against that Commissioner if he opposed you. You then sought, unsuccessfully, to have the Mayor remove this particular Commissioner	Testimony of Chairperson Ramirez; Testimony of Mayor Cook
Failure and/or Refusal to Perform Duties and Responsibilities – Unprofessional Conduct, Lack of Restraint Becoming of a CEO of a Public Entity	You were unprofessional at a Board meeting when you yelled at Bill Arballo, head of the local AFSCME union, when Mr. Arballo was present to complain of alleged heavy-handed tactics by your administration. Your outburst harmed the agency’s relationship with third parties and the staff. The union has publicly complained about your conduct in this regard.	Minutes from the Board meeting when this unprofessional outburst occurred
Failure and/or Refusal to Perform Duties and Responsibilities – Negligence and Competence, Providing Incorrect Information to the Board	You extended the contract for legal services for the Housing Authority’s outside legal providers. You should have discussed the extension of this contract with the Board. When you were asked about it, you denied knowledge of signing extensions of the legal services contracts, even though you had signed the extension a few days before being asked about it by the Board. You were either dishonest, incompetent, or both in your handling of this matter.	Extension of legal services contracts authorized and executed by you in August/September 2006
Failure and/or Refusal to Perform Duties and Responsibilities – Poor Judgment and Management	You agreed with the Board that it was your policy to allow the Board to contact staff members directly, and vice versa. Then you made verbal and written threats against employees who shared their thoughts and concerns directly with Board members. You did not discuss your threats and new policy with the Board or legal counsel before implementing it. After the matter was discussed further in November, you agreed to rescind your threat.	Email to staff threatening staff who communicate with the Board with disciplinary action
Failure and/or Refusal to Perform Duties and Responsibilities – Negligence and Competence, Poor Management	The procurement reports and information in the Board meeting packets were frequently incorrect, misleading, contained errors or incomplete. This caused delays in acting upon procurement needs. It also caused delays in the meetings.	Board meeting minutes
Failure to Follow Board Directive/Failure and/or Refusal to Perform Duties and Responsibilities -- Providing Incorrect, Partial or Misleading Information to the Board	You were asked by Commissioner Escobar to report who at the Housing Authority reported certain matters that were the subject to a discussion between you and Justin Ornsby of HUD. You initially refused to answer the request. When you were pressed further for details, you gave a misleading response to the Commissioners, claiming the matters were anonymously reported	Emails between you and Commissioner Escobar

	to HUD when in fact it appears you reported the matters to HUD yourself.	
Failure to Follow Board Directive	You were instructed at the September meeting of the Board, by vote of the Board in open session, to enter into an agreement with Aliviane to perform parenting counseling services to residents of public housing. You failed to meet with Aliviane in advance of the October meeting. Then you failed to execute a contract in advance of the November meeting.	Agenda, minutes and transcript from the September, October, and November meetings of the Board
Failure to Follow Board Directive	You were directed by the Board to re-zone the Yarborough Warehouse property so that the Housing Authority could potentially sell the property. You assigned the task to Gary Sanchez. Despite periodic updates and follow-up from the Board, you failed to re-zone the property. The property received no compliant bids in response to an Invitation for Bids.	Any documents establishing when, if ever, the re-zoning of the Yarborough Warehouse began. The Invitation for Bid and responses thereto on the Yarborough Property
Failure to Follow Board Directive	You were asked by email to add four staff members to the Procurement Committee created by the Board of Commissioners in May 2006. The Chairperson of that Committee, Jaime Rubinstein, was authorized to establish the size and composition of the Committee. You refused to empanel the members requested by Commissioner Rubinstein and instead challenged the wisdom of his appointments	Emails between Commissioner Rubinstein and you regarding addition of four staff to the Procurement Committee.
Failure to Follow Board Directives	You were asked by email to inform the staff about the Whistleblower Act protections. You did not do so. Instead, you reported back at the November meeting that the Whistleblower Act was included on posters placed in the workplace.	Board minutes
Failure and/or Refusal to Perform Duties and Responsibilities – Unprofessional Conduct and Damaging and Undermining Board-CEO Relations	You made derogatory comments about the competency and oversight of the Commissioners to employees and third parties, causing irreparable damage to the relationship between you and the Commissioners. Certain Commissioners are unable to confer with you as a result of this.	Testimony of the Commissioners
Failure to Follow Board Directive	You were asked to include a specific report in the Board materials but failed to do so. In particular, you were asked at a Board meeting and in a follow up email to provide a detailed report on evaluations and recommendations pertaining to the PILOT funds, Capital Funds, and other sources of funding. You did not inform employees of this, and you did not provide the report.	Agenda, minutes of Board meetings
Failure and/or Refusal to Perform Duties and Responsibilities	In view of the totality of these issues summarized above, certain Commissioners are unable to communicate with you. The breakdown in Communications, which you have publicly acknowledged, is causing harm to the agency and its operations.	
Failure and/or Refusal to	In view of the totality of these issues, the Board of	

Perform Duties and Responsibilities/Failure to Follow Board Directive	Commissioners has lost confidence in your ability to effectively and competently manage the operations of the Housing Authority	
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