



City of Milwaukee

P.O. Box 324
Milwaukee, WI
53201-0324

Meeting Minutes

TRAVAUX INC. BOARD OF DIRECTORS

*Ken Barbeau, Acting President, Atty. Grady L. Crosby, Eugene
R. Guskowski, Atty. Kimberly Hurtado, Joan Zepecki, and
Karen Gotzler*

Thursday, January 22, 2026

3:00 PM

Convent Hill Community Room, First Floor
455 East Ogden, Milwaukee, WI

Call to Order

Meeting called to order at 3:05 p.m.

Roll Call

Present: 6 - Gotzler, Crosby, Hurtado, Guskowski, Zepecki, Barbeau

- 1.** [T402](#) Approval of the minutes from the Annual Board meeting held on December 18, 2025

Sponsors: THE CHAIR

Attachments: [Travaux Meeting Minutes for December 18, 2025](#)

A motion was made by Kimberly Hurtado, seconded by Karen Gotzler, that this Motion be APPROVED. This motion PREVAILED by the following vote:

Aye 6 - Gotzler Crosby Hurtado Guskowski Zepecki Barbeau

No 0

- 2.** [T403](#) Presentation of an Organizational Structure Review from MRA, The Management Association - Item Gov-05(a) of the HACM Sustainability

Sponsors: THE CHAIR

Attachments: [MRA's HACM Organizational Structure Review Findings Report](#)
[Housing Authority City of Milwaukee Organizational Chart](#)

Ken Barbeau, Travaux's Acting President, stated that one of the corrective actions of HACM's HUD-required Sustainability Plan was either the Housing Authority or a third-party contractor reviewing and analyzing HACM's organizational structure and its instrumentalities, with particular attention to identifying any overlapping, missing, or unclear lines of authority. In April 2025, HACM contracted with MRA to conduct this review. The findings and recommendations resulting from MRA's analysis were shared with the Board. Mr. Barbeau suggested that members of the Travaux Board review the documents included with the agenda and, if they have any feedback beyond what is discussed during the Board meeting, they are welcome to contact him directly.

Directors discussed the original intent behind the formation of Travaux and offered

recommendations for discussion at the next Board meeting and in future meetings. Director Guskowski requested that the Travaux Mission Statement be included, along with a review of how the current Board of Directors aligns with Travaux's original purpose, to help guide next steps. He also recommended that a future meeting include a strategic planning session to further define Travaux's role in relation to HACM and to determine whether there is an ongoing need for the relationship. Lastly, he suggested that, if an Organizational Structure Review Task Force is established, a Travaux Board member be included as part of the task force, in addition to Director Gotzler and Acting President Barbeau, who serve both the HACM and Travaux Boards.

3. [T404](#)

Report from the President

Sponsors: THE CHAIR

Attachments: [Travaux Projects](#)
[CFP Budgets](#)
[Highland Gardens G703 Buyout Tracking](#)
[Public Housing_12Mo Occupancy & 2Mo Work Order Report w-Graph](#)
[Affordable LLC_-12Mo Occupancy & 2Mo Work Order Report w-Graph](#)
[Market Rate BNS -12Mo Occupancy Jan 2025 - Dec 2025 w- Graph](#)

Ken Barbeau, Travaux's Acting President, provided a summary of Travaux's modernization projects as outlined in the agenda. Mr. Barbeau noted that the report identifies which modernization tasks fall under the Capital Fund Program (CFP), as requested by the Directors at last month's Board meeting. He also stated that he would confirm whether the Hillside Terrace balcony work is included in the CFP. Additionally, Mr. Barbeau provided an update on the Highland Gardens project, noting that it is nearly 70% complete and is expected to be completed by June of this year. He further shared that the light study at the Westlawn campus is scheduled to begin in February. All remaining items in the report are proceeding as previously discussed at last month's meeting.

In addition to the changes made for this month's report, Director Gotzler asked that future Travaux Projects attachments further delineate which projects qualify as Capital Fund Program (CFP) projects for Public Housing, Affordable Housing, and Market-Rate Housing developments, as well as identify any projects that do not fall into these categories. She also requested that the report include the remaining fund balance for each applicable CFP year. Mr. Barbeau referred to an initial breakout included with the agenda covering the years 2022 through 2026; however, he stated that he is doing further review of the data and indicated that he would return to the Board next month with a revised schedule showing the required obligation deadlines. Mr. Barbeau also noted that he has recently completed the 2026 budgets, including Travaux's.

Mr. Barbeau summarized the occupancy report for the Public, Affordable, and Market Rate housing properties included in the agenda. He noted that he was unsure why the occupancy rate at Southlawn is currently at 90% and stated that he would follow up with the property manager and provide clarification to the Directors.

Mr. Barbeau also updated the Directors on the 2023 audited financial statements, noting that they are currently in Partner Review and are expected to be finalized within

the next few weeks. He further reported that the 2024 audit remains in progress and is anticipated to be completed by March or April.

Additionally, Mr. Barbeau advised the Board that the search for HACM's Secretary-Executive Director is ongoing, with five candidates currently under review. He reiterated that both the Chief Financial Officer and Chief Operations Officer positions remain vacant, but have been advertised and encouraged Directors to submit any recommendations to HACM's Human Resources Department.

Adjournment

There being no further business Director Crosby made a motion to adjourn the meeting at 4:20 p.m. Director Hurtado seconded the motion. There being no objections, the motion carried.

Meeting minutes prepared by: Maria Martinez-Planas and Patricia Dee

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