



SAN DIEGO
HOUSING
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San Diego Housing Commission (SDHC)
Housing Authority Designation and Identification of Agency
Representatives for Labor Negotiations
Presentation to the SDHC Board of Commissioners
December 11, 2025

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SDHC – Agency Representatives for Labor Negotiations

Introduction

- The Memorandum of Understanding (MOU) between SDHC and its recognized employee organization, Service Employees International Union (SEIU) Local 221, expires June 30, 2027.
- Pursuant to Article 43 of the MOU between SDHC and SEIU, SDHC has provided notice to re-open Articles 19 (Pay Plan), 25 (Insurance) and 44 (Salary schedule).
- The California Government Code requires the legislative body of a local agency to designate its representatives for labor negotiations in open session.



SDHC – Agency Representatives for Labor Negotiations

Staff Recommendations

That the SDHC Board of Commissioners recommend that the Housing Authority of the City of San Diego (Housing Authority) take the following actions:

- 1) Pursuant to California Government Code sections 3505 and 54957.6(a) and other applicable state and local laws and regulations, the Housing Authority designates and identifies the following individuals as SDHC's labor representatives on the Management Team for negotiations with SDHC's recognized employee organization and authorizes these representatives to attend closed session meetings for the purpose of providing information to the Housing Authority related to meet and confer and receiving instruction from the Housing Authority, so that SDHC's labor representatives may participate in meet and confer on behalf of SDHC, taking Housing Authority-approved bargaining positions:
 - Lisa Jones, President and Chief Executive Officer, SDHC
 - Jeff Davis, Deputy Chief Executive Officer, SDHC
 - Azucena Valladolid, Executive Vice President of Rental Assistance and Workforce Development, SDHC
 - Lisette Vargas, Director of Special Projects, SDHC
 - Charles B. Christensen, General Counsel, SDHC
 - Walter Spath, General Counsel, SDHC
 - Monna Radulovich, Special Counsel, SDHC



SDHC – Agency Representatives for Labor Negotiations Staff Recommendations (Continued)

- 2) In accordance with California Government Code section 54954.5(f), the Housing Authority consents to the participation of an agent or designee for a specified designated representative if circumstances necessitate the absence of the specified designated representative; however, the name of the agent or designee must be announced at an open session meeting of the Housing Authority held prior to the closed session.
- 3) The Housing Authority authorizes the following SDHC labor representatives to execute tentative agreements and memoranda of understanding reached in meet and confer, and to present all tentative agreements and memoranda of understanding reached in meet and confer to the Housing Authority for final determination and approval by the Housing Authority as to policy and the Housing Authority General Counsel as to form or correctness and further authorizes SDHC's President and Chief Executive Officer, or designee, to perform such actions and to sign such documents as are necessary to accomplish the actions approved by the Housing Authority. SDHC staff will notify the Housing Authority and the City Attorney's Office about any subsequent amendments or modification to the documents, and other required documents, including amendment to any documents:
 - Lisa Jones, President and Chief Executive Officer, SDHC
 - Jeff Davis, Deputy Chief Executive Officer, SDHC
 - Azucena Valladolid, Executive Vice President of Rental Assistance and Workforce Development, SDHC
 - Lisette Vargas, Director of Special Projects, SDHC
 - Charles B. Christensen, General Counsel, SDHC
 - Walter Spath, General Counsel, SDHC
 - Monna Radulovich, Special Counsel, SDHC



SDHC – Agency Representatives for Labor Negotiations Staff Recommendations (Continued)

- 4) The Housing Authority designates the following individuals from the Office of the Independent Budget Analyst as representatives within the meaning of California Government Code section 54957.6(a) to attend closed session meetings of the Housing Authority and to serve in the capacity as observers at “meet and confer” sessions, but they are not designated as labor negotiators for the Housing Authority of the City of San Diego:
- Charles Modica, Independent Budget Analyst
 - Lisa Byrne, Fiscal and Policy Analyst, Office of the Independent Budget Analyst
 - Amy Li, Fiscal and Policy Analyst, Office of the Independent Budget Analyst



SDHC – Agency Representatives for Labor Negotiations Staff Recommendations (Continued)

- 5) The Housing Authority designates the following individuals from the Office of the General Counsel of the Housing Authority of the City of San Diego as representatives within the meaning of California Government Code section 54957.6(a) to attend closed session meetings of the Housing Authority; to perform legal work, as required by applicable law, and to serve in the capacity as observers at “meet and confer” sessions, but they are not designated as members of the Housing Commission’s labor representatives:
- Heather Ferbert, City Attorney, City Attorney’s Office and General Counsel, Housing Authority
 - Leslie Fitzgerald, Assistant City Attorney, City Attorney’s Office and Assistant General Counsel, Housing Authority
 - Jim McNeill, Assistant City Attorney, City Attorney’s Office and Assistant General Counsel, Housing Authority
 - Joan Dawson, Senior Deputy City Attorney, City Attorney’s Office and Senior Deputy General Counsel, Housing Authority



Questions & Comments

