



## The City of San Diego

### Staff Report

DATE ISSUED: July 17, 2023

TO: San Diego Housing Authority Members

FROM: Councilmember Joe LaCava, District 1 and Chair, Ad Hoc Working Group for the Recruitment of the San Diego Housing Commission President and Chief Executive Officer

SUBJECT: Status Update and Seeking Input on the Recruitment of the San Diego Housing Commission President and Chief Executive Officer

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Council District(s): Citywide

#### OVERVIEW:

The Ad Hoc Working Group for the Recruitment of the San Diego Housing Commission President and Chief Executive Officer (Ad Hoc Working Group) has engaged Gans, Gans & Associates (GGA) to conduct a search for the next President and Chief Executive Officer (CEO) of the San Diego Housing Commission. Housing Authority LaCava, as Chair of the Ad Hoc Working Group, and GGA will provide an update and are seeking input on the recruitment process and candidate qualifications.

#### PROPOSED ACTIONS:

This item is for information only.

#### DISCUSSION OF ITEM:

On June 28, 2022, Council President Sean Elo-Rivera created the Ad Hoc Working Group for the Recruitment of the San Diego Housing Commission President and Chief Executive Officer (Ad Hoc Working Group) consisting of six members. The formation of the Ad Hoc Working Group came after the resignation of Rick Gentry as the San Diego Housing Commission (SDHC) President and Chief Executive Officer (CEO), effective March 31, 2022. Following Mr. Gentry's resignation, Jeff Davis was appointed Interim President and CEO by Housing Authority Resolution (HA-1939) on March 15, 2022,

effective April 1, 2022. Per San Diego Municipal Code §98.0301(i), the Housing Authority shall appoint the SDHC President.

Council President Elo-Rivera tasked the Ad Hoc Working Group with the hiring of the next permanent President and CEO of SDHC, and in that process, the Ad Hoc Working Group will select an Executive Search Firm, serve as a conduit for community and stakeholder engagement, and vet and narrow the pool of applicants.

#### Ad Hoc Working Group Members

Councilmember Joe LaCava, *Chair*

Councilmember Stephen Whitburn

Former Councilmember Chris Cate

San Diego Housing Commissioner Johanna Hester

San Diego Housing Commissioner Ryan Clumpner

Sue Reynolds

Roberta Spoon - *Mayoral Recommendation*

\*Note – On January 19, 2023 Council President Elo-Rivera issued a memorandum updating the Ad Hoc Working Group members to include Councilmember Stephen Whitburn. Former Councilmember Chris Cate remains on the Ad Hoc Working Group as a member of the public.

#### SDHC President and CEO

The President and Chief Executive Officer, who also serves as the Executive Director of the Housing Authority of San Diego, reports directly to the Housing Authority of San Diego, SDHC Board and the public. The position has all executive and administrative powers and duties in connection with the overall operation of the Housing Commission. The President and Chief Executive Officer develops, implements, and executes short- and long-term plans, policies, budgets, and strategies to accomplish SDHC's mission, strategic plan and SDHC and Housing Authority priorities.

#### Status Update

##### **Procurement Process**

A competitive procurement process, facilitated by SDHC's Procurement Department, was conducted in accordance with SDHC's Housing Authority Approved Statement of Procurement Policy PO-PUR-373.01 to select an Executive Search Firm to assist the Ad Hoc Working Group.

A Request for Proposal (RFP#: HR-23-01) was released July 28, 2022 with a submittal deadline of August 29, 2022. On November 29, 2022 a contract was executed between the San Housing Commission and Gans, Gans & Associates.

Gans, Gans & Associates is a national executive search firm specializing in recruitment services for public housing executives and other nonprofit executives. GGA brings experience and knowledge of the housing industry, along with their extensive and diverse data base of housing professionals. GGA has provided executive recruitment services to five of the ten largest housing authorities in the country, and over 100 housing and redevelopment authorities and public-sector entities in 18 states and the Virgin Islands.

***Candidate Selection Process***

GGA continues to work directly with the Ad Hoc Working Group to facilitate engagement with the Housing Authority, identified stakeholders, and the public as they seek to identify qualified candidates for the President and CEO position. SDHC staff's role is limited to managing the invoice review/payment process and assisting with contract related issues.

The recruitment and selection of the permanent SDHC President and Chief Executive Officer has been ongoing since the March 21, 2023 update to the Housing Authority. GGA remains in the process of conducting stakeholder interviews to inform the recruitment and vetting of prospective candidates.

Finalist(s) identified by GGA and the Ad Hoc Working Group will be interviewed by the Housing Authority, which will select the next permanent SDHC President and CEO.

**City of San Diego Strategic Plan:**

This item relates to the Strategic Plan's Priority Area: Create Homes For All of Us by recruiting the President, Chief Executive Officer, and Executive Director of the Housing Authority to carry out the SDHC's responsibilities and support its day-to-day operations.

**Fiscal Considerations:**

There is no fiscal impact to the City of San Diego. The services described in this item, including the Executive Search, are funded by the San Diego Housing Commission.

**Charter Section 225 Disclosure of Business Interests:**

N/A

**Environmental Impact:**

N/A

**Climate Action Plan Implementation:**

This item does not have a direct connection to the implementation of the Climate Action Plan.

**Equal Opportunity Contracting Information (if applicable):**

N/A

**Previous Council and/or Committee Actions:**

On March 21, 2023 the Housing Authority received a status update on the recruitment of the San Diego Housing Commission President and Chief Executive Officer.

On November 14, 2022, an informational update on the recruitment process was presented to the Select Committee on San Diego Housing Commission Oversight and Reform.

**Planning Commission Action:**

N/A

Key Stakeholders and Community Outreach Efforts:

Gans, Gans & Associates will conduct public and stakeholder meetings during the recruitment and hiring process of a President and Chief Executive Officer for the San Diego Housing Commission.

Victoria Joes

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Victoria Joes, Chief of Staff