

**HOUSING AUTHORITY  
OF THE CITY OF SAN DIEGO  
REGULAR MEETING MINUTES  
TUESDAY, MARCH 29, 2011**

**The Regular Housing Authority Meeting was called to order at 4:46 p.m.**

**ATTENDANCE**

Council members Lightner, Council President Pro Tem Faulconer, Gloria, Council President Young, DeMaio, Zapf and Alvarez were present. Councilmember Emerald was absent.

**Adoption:**

**1. Approval of the minutes of:**

February 7, 2011 Special Meeting

February 28, 2011 Special Meeting

March 1, 2011 Special Meeting

MOTION BY COUNCILMEMBER GLORIA TO APPROVE THIS ITEM. SECONDED BY COUNCILMEMBER ALVAREZ AND CARRIED BY A UNANIMOUS VOTE OF 7-0 WITH COUNCILMEMBER EMERALD ABSENT.

**2. HAR11-006 - Performance Management System and Revised Classification Plan**

That the Housing Authority grant final approval of: (1) a new online Performance Management System that utilizes measurable performance goals; and (2) a Revised Classification Plan that provides updated job descriptions and re-titles positions to more accurately reflect current knowledge, skills and abilities required by the Housing Commission.

*Terry Whitesides, Vice President Business Services and Tina Holmes, Human Resources Manager presented a staff report.*

*The IBA provided a background report surrounding the Revised Classification Plan and stated that the action being presented today was the result of the classification plan that had been done by the Housing Commission in the fall of 2009 but had never been brought forward for final approval.*

*Councilmember DeMaio asked questions regarding the auditing of the goals and measures that would be implemented in the new performance management system. He requested that the City Auditor's office review the system and the measures after they are established and alert the Audit and LU&H Committees of any issues. He further requested a performance audit be done of the system within two years of implementation to allow for further review and adjustments if needed.*

*The City Attorney expressed jurisdictional concerns regarding Councilmember DeMaio's request for the City Auditor's participation of the review of the system.*

*Mr. Gentry assured Councilmember DeMaio that an objective third party would review the system and that the review will be forwarded to the Audit Committee.*

*Mr. Gentry and Mr. Whitesides answered Councilmember questions reiterating that the item being presented was a response to a performance audit that stated concerns surrounding consistent measurable objectives for staff.*

MOTION BY COUNCILMEMBER LIGHTNER TO APPROVE THIS ITEM AS AMENDED TO INCLUDE REVIEW OF THE SYSTEM BEFORE IMPLEMENTATION AND THE COMMITMENT THAT WITHIN TWO YEARS AN INDEPENDENT AUDIT WOULD BE DONE OF THE EFFECTIVENESS OF THE PERFORMANCE MANAGEMENT SYSTEM. SECONDED BY COUNCILMEMBER GLORIA AND CARRIED BY A UNANIMOUS VOTE OF 7-0 WITH COUNCILMEMBER EMERALD ABSENT.

*Council President Young thanked Mr. Gentry and his staff for the excellent work being done at SDHC.*

### **Adjournment**

**Council President Young adjourned the Regular Meeting at 5:04 p.m.**