

HOUSING AUTHORITY OF
THE CITY OF SAN DIEGO

RESOLUTION NUMBER HA- 2032

DATE OF FINAL PASSAGE March 18, 2025

A RESOLUTION OF THE HOUSING AUTHORITY OF THE
CITY OF SAN DIEGO APPROVING THE COMPENSATION OF
THE PRESIDENT AND CHIEF EXECUTIVE OFFICER OF THE
SAN DIEGO HOUSING COMMISSION FOR DECEMBER 13,
2024, THROUGH DECEMBER 12, 2025.

RECITALS

The Housing Authority of the City of San Diego (Housing Authority) adopts this
Resolution based on the following:

A. The Housing Authority adopted Resolution HA-1997 (December 12, 2023),
approving an employment agreement with Lisa Jones (Employment Agreement), appointing her
as the President and Chief Executive Officer of the San Diego Housing Commission (SDHC),
which is also the Executive Director of the Housing Authority, as per San Diego Municipal Code
(Municipal Code) section 98.0301(b).

B. In accordance with Municipal Code section 98.0301(i)(3) and section 2.4 of the
Employment Agreement, the SDHC Board of Commissioners (SDHC Board) conducted an
annual performance review of Lisa Jones in a closed session meeting on December 18, 2024,
compliant with the California Ralph M. Brown Act (Brown Act). The performance review
covered the period from December 13, 2023, to December 12, 2024 (the Evaluation Period). On
January 27, 2025, the Housing Authority convened in a closed session meeting, also compliant
with the Brown Act, to discuss the performance review provided by the SDHC Board.

C. The SDHC Board rated the SDHC President and CEO's performance as exemplary, highlighting significant accomplishments during the Evaluation Period, such as leading the SDHC through the challenges presented by the historic January 2024 flooding, directing negotiations that resulted in a new labor agreement, managing increased housing demands, and providing eviction prevention support.

D. In recognition of the SDHC President and CEO's performance during the Evaluation Period, the ad hoc CEO Performance Evaluation Committee, including SDHC Board Vice Chair Ryan Clumpner and Commissioner Melinda Vásquez, recommended an increase in the President and CEO's base salary to \$372,500, which reflects a 5 percent increase plus an additional \$5,000 to better align the compensation with similar positions.

E. The ad hoc CEO Performance Evaluation Committee further recommended a performance incentive payment of \$14,000 to the SDHC President and CEO, as permitted under section 2.4 of the Employment Agreement. This recommendation recognizes the SDHC President and CEO's exemplary service and outstanding performance during the Evaluation Period, as determined by the SDHC Board.

F. The SDHC President and CEO will continue to receive a 457 Plan, health care benefits, participation in SDHC's Retirement Plan, and all other benefits available to all SDHC management employees and as specified in the Employment Agreement.

G. On February 14, 2025, the SDHC Board unanimously approved recommending the compensation package, as outlined above, to the Housing Authority for approval.

H. The Office of the City Attorney prepared this Resolution based on the information provided by Housing Commission staff, and verified by the Housing Commission's General Counsel, with the understanding that this information is sufficient to allow for a proper and complete analysis of this matter.

ACTION ITEMS

Be it resolved by the Housing Authority of the City of San Diego:

1. The Housing Authority approves increasing the SDHC President and CEO's base salary by 5 percent for the period from December 13, 2024, through December 12, 2025, in recognition of the SDHC President and CEO's exemplary work, as determined by the SDHC Board. Additionally, the Housing Authority approves an additional \$5,000 to better align the compensation with similar positions.

2. The Housing Authority approves maintaining the SDHC President and CEO's compensation package from the period of December 13, 2023, through December 12, 2024, as outlined in section 3 of the Employment Agreement, except as expressly modified by Action Items 1 and 3, for the period of December 13, 2024, through December 12, 2025.

3. The Housing Authority approves a \$14,000 performance incentive payment in recognition of the SDHC President and CEO's excellent performance, as determined by the SDHC Board.

APPROVED: HEATHER FERBERT, General Counsel

By



Miguel Merrell
Deputy General Counsel

MM:jvg
February 19, 2025
Or.Dept: SDHC
Doc. No. 3966332

Passed and adopted by the Housing Authority of the City of San Diego on March 18, 2025, by the following vote:

	Yeas	Nays	Excused	Not Present
Joe LaCava	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jennifer Campbell	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stephen Whitburn	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Henry L. Foster III	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marni von Wilpert	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Kent Lee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Raul Campillo	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vivian Moreno	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sean Elo-Rivera	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

AUTHENTICATED BY:

[seal]

Jeff Davis

Deputy CEO of the San Diego Housing
Commission, San Diego, California

I HEREBY CERTIFY that the above and foregoing is a full, true and correct copy of
RESOLUTION NO. **2032** passed and adopted by the Housing Authority of the City of San
Diego, California on March 18, 2025.

By:



Scott Marshall

Deputy Secretary of the Housing Authority
of the City of San Diego, California