



EXECUTIVE SUMMARY

MEETING DATE: February 14, 2025

HCR25-013

SUBJECT: Actions Establishing President & Chief Executive Officer Compensation for Period of December 13, 2024, through December 12, 2025, as recommended by the Ad Hoc CEO Performance Evaluation Committee of the San Diego Housing Commission Board of Commissioners

COUNCIL DISTRICT: Not Applicable

ORIGINATING DEPARTMENT: Ad Hoc CEO Performance Evaluation Committee

CONTACT/PHONE NUMBER: General Counsel Charles B. Christensen (619) 236-9343

REQUESTED ACTION:

Adopt and approve the compensation package for the President and Chief Executive Officer (President and CEO) of the San Diego Housing Commission, as recommended by the Ad Hoc CEO Performance Evaluation Committee.

EXECUTIVE SUMMARY OF KEY FACTORS:

- Lisa Jones was hired to be the San Diego Housing Commission's (SDHC) President and CEO by Housing Authority action on December 13, 2023 (Resolution HA-1997). Pursuant to the Employment Agreement, the President and CEO's employment commenced on December 13, 2023.
- Under the terms of San Diego Municipal Code Section 98.0301(i)(3), the SDHC Board of Commissioners (Board) on December 18, 2024, conducted an annual performance review of the President and CEO in Closed Session in accordance with the applicable provisions of the Brown Act. The evaluation covers the time period from December 13, 2023, through December 12, 2024 (the Evaluation Period).
- On January 13, 2025, the Housing Authority met in Closed Session in accordance with the applicable provisions of the Brown Act and approved the personnel evaluation provided by the SDHC Board.
- The SDHC Board rated the President and CEO's performance as exemplary. SDHC has a long list of achievements, and it was clear that the President and CEO was properly focused on inspiring the staff and strengthening the senior leadership team as well as aligning the agency to meet the demands of its diverse constituency.
- Based on the President and CEO's excellent performance during the Evaluation Period, the Ad Hoc CEO Performance Evaluation Committee, composed of SDHC Board Vice Chair Ryan Clumpner and Commissioner Melinda Vásquez, recommends the President and CEO's base salary be increased to \$372,500—which reflects a 5 percent increase plus an additional \$5,000 to right-size the compensation comparable to others in similar positions.
- The Ad Hoc CEO Performance Evaluation Committee further recommends an incentive performance payment of \$14,000 to the President and CEO because of the President and CEO's exemplary service during the Evaluation Period and for outstanding performance as determined by the SDHC Board.
- The President and CEO will continue to receive a 457 Plan, health care benefits, participation in SDHC's Retirement Plan and all other benefits, under the terms available for all SDHC management employees and as specified in the terms of the existing executed Employment Agreement.
- The funding for the President and CEO's compensation for the current fiscal year will comply with the provisions of applicable federal law. The President and CEO's compensation will be funded with federal funds, as and to the extent permitted by applicable law only, with the balance being funded with unrestricted local funds.



REPORT

DATE ISSUED: February 7, 2025

REPORT NO: HCR25-013

ATTENTION: Chair and Members of the San Diego Housing Commission Board of Commissioners For the Agenda of February 14, 2025

SUBJECT: Actions Establishing President & Chief Executive Officer Compensation for Period of December 13, 2024, through December 12, 2025, as recommended by the Ad Hoc CEO Performance Evaluation Committee of the San Diego Housing Commission Board of Commissioners

COUNCIL DISTRICT: Not applicable

REQUESTED ACTION

Adopt and approve the compensation package for the President and Chief Executive Officer (President and CEO) of the San Diego Housing Commission, as recommended by the Ad Hoc CEO Performance Evaluation Committee.

AD HOC COMMITTEE RECOMMENDATIONS

That the San Diego Housing Commission (SDHC) Board of Commissioners (Board) recommend that the Housing Authority of the City of San Diego (Housing Authority) take the following actions, pursuant to San Diego Municipal Code (SDMC) 98.0301(i)(3):

- 1) Increase the President and CEO's current base salary by 5 percent, retroactively commencing on December 13, 2024, for a period of one year until December 12, 2025 (the Compensation Period), in consideration of the President and CEO's exemplary work as determined by the SDHC Board as well as an additional \$5,000 to right-size the salary based on review of comparable salaries.
- 2) Maintain the President and CEO's current compensation package, as referenced within Section 3, "Compensation and Benefits," in the executed Employment Agreement approved by the Housing Authority on December 12, 2023 (Resolution HA-1997) for the period ending on December 13, 2024, except as expressly modified by Items 1 and 3 of these recommendations.
- 3) Approve a \$14,000 performance incentive payment in recognition of the President and CEO's excellent performance as determined by the SDHC Board.

SUMMARY

Lisa Jones was hired to be SDHC's President and CEO by Housing Authority action on December 13, 2023 (Resolution HA-1997). Pursuant to the Employment Agreement, the President and CEO's employment commenced on December 13, 2023. Under the terms of SDMC Section 98.0301(i)(3), the SDHC Board on December 18, 2024, conducted an annual performance review of the President and CEO in Closed Session in accordance with the applicable provisions of the Brown Act. The evaluation covers the time period from December 13, 2023, through December 12, 2024 (the Evaluation Period). On January 13, 2025, the Housing Authority met in Closed Session in accordance with the applicable provisions of the Brown Act and approved the personnel evaluation provided by the SDHC Board.

PERFORMANCE EVALUATION

The SDHC Board rated the President and CEO's performance as exemplary. There were many significant accomplishments of the President and CEO during the Evaluation Period, including, but certainly not limited to, the following:

- Leading SDHC through the challenging environment that was presented, including leading the agency's response to the historic flooding in January 2024.
- Directing negotiations that resulted in a new labor agreement while addressing the challenges created by the increase in people asking for housing and providing eviction prevention support as well.

SDHC has a long list of achievements, and it was clear that the President and CEO was properly focused on inspiring the staff and strengthening the senior leadership team as well as aligning the agency to meet the demands of its diverse constituency.

RECOMMENDATION OF THE PERFORMANCE EVALUATION AD HOC COMMITTEE

Based on the President and CEO's excellent performance during the Evaluation Period, the Ad Hoc CEO Performance Evaluation Committee, composed of SDHC Board Vice Chair Ryan Clumpner and Commissioner Melinda Vásquez, recommends the President and CEO's base salary be increased to \$372,500—which reflects a 5 percent increase plus an additional \$5,000 to right-size the compensation comparable to others in similar positions.

The Ad Hoc CEO Performance Evaluation Committee further recommends an incentive performance payment of \$14,000 to the President and CEO because of the President and CEO's exemplary service during the Evaluation Period and for outstanding performance as determined by the SDHC Board.

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

In short, the Ad Hoc CEO Performance Evaluation Committee recommends the full SDHC Board recommend that the Housing Authority approve the compensation package as referenced within recommendations 1 through 3 of this report, in recognition of the President and CEO's exemplary achievements as set forth in the President and CEO's Performance Evaluation.

COMPARABLE SALARIES/COMPENSATION OF PUBLIC OFFICIALS

Two matrices setting forth comparable salaries for public and nonprofit executives across the United States are attached hereto as Exhibits A and B – one matrix contains 2022 numbers for public housing authorities (Exhibit A) and the other contains 2023 data for various cities, counties, and agencies (Exhibit B).

Exhibit A reflects that each public housing authority must report the above-described data – Salary and Bonus Pay – to the U.S. Department of Housing and Urban Development (HUD) each year pursuant to form HUD-52725. Starting in 2017, HUD-52725 requires the annual collection of W-2 compensation to the top three executives in any public housing authority. Each public housing authority must submit the total compensation figure reported on the public housing authority employee's IRS form W-2 for the public housing authority's reporting year. That number is then broken into a number of components for each executive. Non-taxable income is not included in these numbers.

Exhibit B contains three columns of data with respect to compensation, which reflect: Base Pay, Bonus Pay, and Total Compensation. Total Compensation constitutes the sum of Salary and Bonus Pay.

FISCAL CONSIDERATIONS

The funding for the President and CEO's compensation for the current fiscal year will comply with the provisions of applicable federal law. The President and CEO's compensation will be funded with federal funds, as and to the extent permitted by applicable law only, with the balance being funded with unrestricted local funds.

PREVIOUS SDHC BOARD AND/OR COMMITTEE ACTION

Lisa Jones was hired to be SDHC's President and CEO by action of the Housing Authority on December 13, 2023 (Resolution HA-1997). During a noticed Closed Session on December 18, 2024, in accordance with the applicable provisions of the Brown Act, the SDHC Board conducted an annual review of the President and CEO's performance for the term from December 13, 2023, through December 12, 2024, and rated the President and CEO as exemplary. On January 13, 2025, the Housing Authority met in Closed Session in accordance with the applicable provisions of the Brown Act and approved the personnel evaluation provided by the SDHC Board. The compensation package was not discussed in Closed Session and is, instead, the subject of this report, as required by applicable law.

COMMUNITY PARTICIPATION AND PUBLIC OUTREACH EFFORTS

No community participation or public outreach efforts were conducted nor is it required for this action.

SDHC STRATEGIC PLAN

This item relates to Strategic Priority Area No. 3 in SDHC's Strategic Plan for Fiscal Year (FY) 2022-2024: Investing in Our Team. SDHC is in the process of developing a new strategic plan.

NONDISCRIMINATION ASSURANCE

SDHC ensures that no person is denied the benefits of or is subjected to discrimination under any program and/or activity on the grounds of age, ancestry, color, disability, national origin, race, religion, sex and sexual orientation, source of income, medical condition and primary language.

SDHC complies with the requirements under Section 503 of the Rehabilitation Act, 29 U.S.C. 793, the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA), 38 U.S.C. 4212, The Americans with Disabilities Act of 1990, the Fair Housing Amendments Act, the California Fair Employment and Housing Act, the Unruh Civil Rights Act, Government Code section 11135, Section 504 of the Rehabilitation Act of 1973, and all regulations promulgated pursuant to those statutes, including 24 CFR Part 100, 24 CFR Part 8, and 28 CFR Part 35.

ENVIRONMENTAL REVIEW

The proposed activity to adopt and approve a compensation package is exempt from the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines Section 15061(b)(3) (Common Sense), which states that CEQA applies only to projects that have the potential for causing a significant effect on the environment. The Common Sense Exemption is applicable where it can be seen with certainty that there is no possibility that the activity in question may have a significant effect on the environment. The actions would not, on their own accord, cause a significant effect on the environment. Federal funds constitute a portion of the funding. NEPA approval was obtained from the City of San Diego on August 21, 2024.

Submitted by:
Ad Hoc CEO Performance Evaluation Committee,

By: Melinda Vásquez Melinda Vásquez, SDHC Board Commissioner
By: Ryan Clumpner Ryan Clumpner, SDHC Board Vice Chair

Approved as to form this 6th day of February 2025
Christensen & Spath LLP

By: Charles B. Christensen
Charles B. Christensen
General Counsel
San Diego Housing Commission

Hard copies are available for review during business hours at the information desk in the main lobby of SDHC's offices at 1122 Broadway, San Diego, CA 92101. Docket materials are also available in the "Governance & Legislative Affairs" section of SDHC's website at www.sdhc.org.

Exhibit A

PHA Self-Reported Executive Compensation Data from 2022 as required by HUD (HUD has not updated since 2022.)

	PHA Name	Title	Reported W2 Total Compensation	Reported Salary and Bonus Paid from Sec. 8 and Sec. 9 Funds	Reported Salary Paid from Other Sources
1.	Columbus Metropolitan Housing Authority	CEO	\$572,562	\$0	\$572,562
2.	Philadelphia Housing Authority	CEO	\$512,941	\$176,300	\$336,641
3.	Housing Authority of the City of Atlanta Georgia	CEO	\$483,651	\$176,300	\$307,351
4.	Housing Authority of the City of Dallas, Texas	CEO	\$473,146	\$173,000	\$300,146
5.	Idaho Housing and Finance Association	CEO	\$470,928	\$0	\$342,307
6.	Housing Authority of the City of El Paso, Texas	CEO/ED	\$455,310	\$164,200	\$291,110
7.	Corpus Christi Housing Authority	CEO/ED	\$445,350	\$141,626	\$303,724
8.	Housing Authority of the City of Los Angeles	CEO/ED	\$416,786	\$176,300	\$240,486
9.	Housing Authority City of Linden	CEO	\$398,561	\$104,032	\$294,529
10.	Housing Authority of the City of Inglewood	CEO/ED	\$388,923	\$0	\$388,923
11.	Housing Authority of King County	CEO	\$352.873	\$0.00	\$352,873

Exhibit B

The figures in this 2023 Matrix represent California Agencies, Cities, and Counties and are for the 2023 Calendar Year (January 1, 2023, through December 31, 2023).

*Compensation information from 2022; did not report 2023 compensation

	Entity	Position	Base Pay	Bonus Pay	Total Compensation
1.	SANDAG	CEO	\$471,571	\$152,780	\$624,351
2.	Alameda County	County Administrator	\$399,339	\$217,258	\$616,597
3.	City of San Jose, California	City Manager	\$403,725	\$21,375	\$425,100
4.	Housing Authority City of Los Angeles	President and CEO	\$361,139	\$52,760	\$413,899
5.	City of Palo Alto, California	City Manager	\$393,715	\$19,614	\$413,329
6.	City of South San Francisco, California	City Manager	\$345,994	\$34,063	\$380,057
7.	City of Santa Monica, California	City Manager	\$360,215	\$17,374	\$377,589
8.	City of Fontana, California	City Manager	\$329,941	\$39,621	\$369,562
9.	San Diego Port Authority	CEO	\$363,000		\$363,000
10.	City of Lancaster, California	City Manager	\$342,147	\$20,591	\$362,738
11.	Oakland Housing Authority a MTW Agency*	Executive Director	\$317,887	\$24,805	\$342,692
12.	Sacramento Housing and Redevelopment Authority	Executive Director	\$305,885.	\$34,072	\$339,957