



APPOINTMENT OF LISA JONES AS THE  
PRESIDENT AND CHIEF EXECUTIVE OFFICER OF  
THE SAN DIEGO HOUSING COMMISSION AND  
EXECUTIVE DIRECTOR OF THE SAN DIEGO  
HOUSING AUTHORITY, AND APPROVAL OF AN  
EMPLOYMENT AGREEMENT FOR THE POSITION.

Housing Authority

December 12, 2023

# 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.

# EXECUTIVE SEARCH FIRM

- Gans, Gans & Associates (GGA) selected via competitive procurement process by SDHC.
- GGA is a national executive search firm specializing in recruitment services for public housing executives and other nonprofit executives.
- 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.

# AD HOC WORKING GROUP

- Established by Council President Elo-Rivera
- 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, CEO Emerita, Community Housing Works
  - Roberta Spoon - Mayoral Recommendation
  - Derrick Lockett – Community Recommendation

# STAKEHOLDER ENGAGEMENT

- GGA conducted numerous individual and group stakeholder interviews to determine desired qualifications and characteristics of the SDHC President and CEO.
- Housing Authority Seeking Input & Providing Updates
  - November 14, 2022 to the Select Committee on San Diego Housing Commission Oversight and Reform.
  - March 21, 2023 to the Housing Authority.
  - July 25, 2023 to the Housing Authority.

# CANDIDATE INTERVIEWS

- Weeks of October 23<sup>rd</sup> and October 30<sup>th</sup> – Ad Hoc Working Group interviewed 8 candidates
- November 13<sup>th</sup> and November 14<sup>th</sup> – Housing Authority interviewed three finalists in Closed Session
- November 14<sup>th</sup> – Housing Authority Closed Session – Council President Elo-Rivera, as Chair of the Housing Authority, and Councilmember LaCava were directed to work with the appropriate SDHC staff and GGA to attempt to negotiate an employment agreement with one of the applicants and to bring that agreement back to the Housing Authority for action.

# SELECTION OF NEXT PRESIDENT AND CHIEF EXECUTIVE OFFICER

- Lisa Jones was selected as the next President and Chief Executive Officer of the San Diego Housing Commission President and Executive Director of the Housing Authority of the City of San Diego.
- A proposed agreement has been negotiated.
- The employment contract is for a three-year term with two one-year options to extend, with an initial annual salary of \$350,000 and benefits.
- The appointment is effective December 13, 2023.

# REQUESTED ACTIONS

Staff's recommendation is to adopt a resolution with the following:

1. Housing Authority appoints Lisa Jones to serve as President and Chief Executive Officer of the Housing Commission and Executive Director of the Housing Authority, effective December 13, 2023, for a three-year term with two one-year options to extend, with an initial annual salary of \$350,000 and the benefits described in the employment agreement on file in the Office of the City Clerk.
2. Housing Authority approves the employment agreement with Lisa Jones as President and Chief Executive Officer of the Housing Commission and Executive Director of the Housing Authority, and authorizes the Chair of the Housing Authority to execute the employment agreement.
3. Housing Commission is authorized to take all necessary actions to implement the employment agreement including amending the Fiscal Year 2024 Housing Commission budget, if necessary.



# QUESTIONS

