



REPORT TO THE HOUSING AUTHORITY OF THE CITY OF SAN DIEGO

DATE ISSUED: February 7, 2025

REPORT NO: HAR25-003

ATTENTION: Chair and Members of the Housing Authority of the City of San Diego
For the Agenda of March 18, 2025

SUBJECT: Actions Establishing the San Diego Housing Commission (SDHC) President and Chief Executive Officer's Compensation for the Period of December 13, 2024, through December 12, 2025, as recommended by the SDHC Board of Commissioners

COUNCIL DISTRICT: Citywide

REQUESTED ACTION

Adopt and approve the compensation package for the President and Chief Executive Officer (President and CEO) of the San Diego Housing Commission (SDHC), as recommended by the SDHC Board of Commissioners.

SAN DIEGO HOUSING COMMISSION (SDHC) BOARD OF COMMISSIONERS' RECOMMENDATIONS

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 SDHC's President and Chief Executive Officer's (President and CEO) 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 of Commissioners (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 compensation package from the period of December 13, 2023, through December 12, 2024, 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), except as expressly modified by Items 1 and 3 of these recommendations, for the period of December 13, 2024, through December 12, 2025.
- 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 27, 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, recommended 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 recommended 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 recommended 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.

On February 14, 2025, the SDHC Board unanimously approved recommending the compensation package to the Housing Authority for approval, as referenced within recommendations 1 through 3 of this report.

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 27, 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 was the subject of Report No. HCR25-013 to the SDHC Board on February 14, 2025, and is the subject of this report, as required by applicable law. On February 14, 2025, the SDHC Board unanimously approved recommending the compensation package to the Housing Authority for approval, as referenced within recommendations 1 through 3 of this report.

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

This activity is not a project as defined by the California Environmental Quality Act Section 21065 and State CEQA Guidelines Sections 15378(b)(4), as it involves the creation of government funding mechanisms or other government fiscal activities which do not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment; and 15378(b)(5) as it is an organizational or administrative activity of government that will not result in direct or indirect physical changes in the environment. Therefore, this activity is not subject to CEQA pursuant to State CEQA Guidelines Section 15060(c)(3).

Submitted by:

Eugene Mitchell

Eugene "Mitch" Mitchell
Chair of the Board
SDHC Board of Commissioners

Approved as to form this 18th 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

HOUSING AUTHORITY OF
THE CITY OF SAN DIEGO

RESOLUTION NUMBER HA-_____

DATE OF FINAL PASSAGE _____

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



The City of San Diego
Item Approvals

Item Subject: Actions Establishing the San Diego Housing Commission (SDHC) President and Chief Executive Officer's Compensation for the Period of December 13, 2024, through December 12, 2025, as recommended by the SDHC Board of Commissioners

Contributing Department	Approval Date
DOCKET OFFICE	02/19/2025
ENVIRONMENTAL ANALYSIS	02/19/2025

Approving Authority	Approver	Approval Date
HOUSING COMMISSION FINAL DEPARTMENT APPROVER	MARSHALL, SCOTT	02/18/2025
EXECUTIVE VICE PRESIDENT	DAVIS, JEFF	02/24/2025
CITY ATTORNEY	MERRELL, MIGUEL	02/26/2025