



The City of San Diego

Staff Report

DATE ISSUED: March 16, 2023

TO: San Diego Housing Authority Members

FROM: Councilmember Joe LaCava, District 1 and Chair, Ad Hoc Working Group for the Recruitment of the San Diego Housing Commission President and Chief Executive Officer

SUBJECT: Status Update and Seeking Input on the Recruitment of the San Diego Housing Commission President and Chief Executive Officer

Primary Contact: Brian Elliott Phone: (619) 510-6874

Secondary Contact: Victoria Joes Phone: (619) 236-6687

Council District(s): Citywide

OVERVIEW:

The Ad Hoc Working Group for the Recruitment of the San Diego Housing Commission President and Chief Executive Officer (Ad Hoc Working Group) has engaged Gans, Gans & Associates (GGA) to conduct a search for the next President and Chief Executive Officer (CEO) of the San Diego Housing Commission. The Ad Hoc Working Group and GGA will provide an update and are seeking input on the recruitment process and candidate qualifications.

PROPOSED ACTIONS:

This item is for information only.

DISCUSSION OF ITEM:

On June 28, 2022, Council President Sean Elo-Rivera created the Ad Hoc Working Group for the Recruitment of the San Diego Housing Commission President and Chief Executive Officer (Ad Hoc Working Group) consisting of six members. The formation of the Ad Hoc Working Group came after the resignation of Rick Gentry as the San Diego Housing Commission (SDHC) President and Chief Executive Officer (CEO), effective March 31, 2022. Following Mr. Gentry's resignation, Jeff Davis was appointed Interim President and CEO by Housing Authority Resolution (HA-1939) on March 15, 2022,

effective April 1, 2022. Per San Diego Municipal Code §98.0301(i), the Housing Authority shall appoint the SDHC President.

Council President Elo-Rivera tasked the Ad Hoc Working Group with the hiring of the next permanent President and CEO of SDHC, and in that process, the Ad Hoc Working Group will select an Executive Search Firm, serve as a conduit for community and stakeholder engagement, and vet and narrow the pool of applicants.

#### Ad Hoc Working Group 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

Roberta Spoon - *Mayoral Recommendation*

\*Note – On January 19, 2023 Council President Elo-Rivera issued a memorandum updating the Ad Hoc Working Group members to include Councilmember Stephen Whitburn. Former Councilmember Chris Cate remains on the Ad Hoc Working Group as a member of the public.

#### 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.

#### Status Update

##### **Procurement Process**

A competitive procurement process, facilitated by SDHC's Procurement Department, was conducted in accordance with SDHC's Housing Authority Approved Statement of Procurement Policy PO-PUR-373.01 to select an Executive Search Firm to assist the Ad Hoc Working Group.

A Request for Proposal (RFP#: HR-23-01) was released July 28, 2022 with a submittal deadline of August 29, 2022. On November 29, 2022 a contract was executed between the San Housing Commission and Gans, Gans & Associates.

Gans, Gans & Associates is a national executive search firm specializing in recruitment services for public housing executives and other nonprofit executives. GGA brings experience and knowledge of the housing industry, along with their extensive and diverse data base of housing professionals. 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.

***Candidate Selection Process***

GGA will work directly with the Ad Hoc Working Group to facilitate engagement with the Housing Authority, identified stakeholders, and the public as they draft the job description and seek to identify qualified candidates for the President and CEO position. SDHC staff's role will be limited to managing the invoice review/payment process and assisting with contract related issues.

The recruitment and selection of the permanent SDHC President and Chief Executive Officer will occur over approximately 13 weeks. Finalist(s) will be interviewed by the Housing Authority, which will select the next permanent SDHC President and CEO.

City of San Diego Strategic Plan:

This item relates to the Strategic Plan's Priority Area: Create Homes For All of Us by recruiting the President, Chief Executive Officer, and Executive Director of the Housing Authority to carry out the SDHC's responsibilities and support its day-to-day operations.

Fiscal Considerations:

There is no fiscal impact to the City of San Diego. The services described in this item, including the Executive Search, are funded by the San Diego Housing Commission.

Charter Section 225 Disclosure of Business Interests:

N/A

Environmental Impact:

N/A

Climate Action Plan Implementation:

This item does not have a direct connection to the implementation of the Climate Action Plan.

Equal Opportunity Contracting Information (if applicable):

N/A

Previous Council and/or Committee Actions:

On November 14, 2022, an informational update on the recruitment process was presented to the Select Committee on San Diego Housing Commission Oversight and Reform.

Planning Commission Action:

N/A

Key Stakeholders and Community Outreach Efforts:

Gans, Gans & Associates will conduct public and stakeholder meetings during the recruitment and hiring process of a President and Chief Executive Officer for the San Diego Housing Commission.

Victoria Joes

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Victoria Joes, Chief of Staff



THE CITY OF SAN DIEGO

MEMORANDUM

DATE: March 16, 2023

TO: Honorable Council President Sean Elo-Rivera

FROM: Councilmember Joe LaCava *Joe LaCava*

SUBJECT: Supplemental Housing Authority Docketing Request for the Status Update and Seeking Input on the Recruitment of the San Diego Housing Commission President and Chief Executive Officer

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This memorandum shall serve as the formal request to docket the “Status Update and Seeking Input on the Recruitment of the San Diego Housing Commission President and Chief Executive Officer” as a supplemental item at the Housing Authority on Tuesday, March 21, 2023. This informational item seeks to update and receive input from the Housing Authority and the public on the recruitment of the next San Diego Housing Commission (SDHC) President and Chief Executive Officer (CEO). Given the alignment of the legislative calendar and the prospective timeline of the recruitment it is important to present to the Housing Authority and the public as early in the process as possible.

On June 28, 2022, Council President Sean Elo-Rivera created the Ad Hoc Working Group for the Recruitment of the San Diego Housing Commission President and Chief Executive Officer (Ad Hoc Working Group). The Ad Hoc Working Group has engaged Gans, Gans & Associates (GGA) to conduct a search for the next SDHC President and CEO. The Ad Hoc Working Group and GGA intend to present before the Housing Authority no fewer than twice to gather input on candidate qualifications. Presenting at the March 21, 2023 Housing Authority meeting will allow the recruitment process to progress on schedule.

Thank you for your consideration and assistance with docketing this matter.

cc: Paola Avila, Chief of Staff, Office of the Mayor  
Eric Dargan, Chief Operating Officer  
Charles Modica, Independent Budget Analyst  
Luz Anaya Luna, Director of Legislative Affairs, Office of the Council President  
Nicole Darling, Director, Communications Department  
Matt Yagyagan, Deputy Director of Policy, Office of the Mayor  
Meghan Cannis, Docket Liaison, Docket Office




**COUNCIL PRESIDENT SEAN ELO-RIVERA**  
**City of San Diego**  
**Ninth District**

**MEMORANDUM**

DATE: January 19, 2023

TO: Honorable Mayor Todd Gloria  
Honorable City Councilmembers

FROM: Council President Sean Elo-Rivera, Ninth District 

SUBJECT: Creation of Ad Hoc Work Group for the Recruitment of the San Diego Housing Commission President and Chief Executive Officer

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This memo updates the composition of the Ad Hoc Work Group for the Recruitment of the San Diego Housing Commission President and Chief Executive Officer. On February 22, 2022, Mr. Rick Gentry submitted his resignation as Chief Executive Officer of the San Diego Housing Commission (SDHC). Mr. Gentry's resignation became effective at close of business on March 31, 2022. On March 15, 2022, the Housing Authority unanimously approved the appointment of Mr. Jeff Davis as SDHC Interim President and CEO.

In the spirit of transparency, I established an Ad Hoc Working Group in June 2022 to spearhead the hiring of the next permanent President and CEO of the SDHC. This group will work to select an executive hiring firm, serve as a conduit for community and stakeholder engagement, and vet and narrow the pool of applicants.

The working group will be comprised of the following 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  
Roberta (Bobbie) Spoon

In the months to come, periodic updates will be provided by the Ad Hoc Working Group during noticed Housing Authority meetings wherein members of the Authority will be offered an opportunity to share thoughts and priorities. Ultimately, a yet to be determined number of finalists will be interviewed by the Housing Authority and the Housing Authority will select the next permanent SDHC President and CEO.

I thank the working group members in advance for their service in this important process.

CC: Paola Avila, Chief of Staff, Office of Mayor Todd Gloria  
Vicky Joes, Chief of Staff, Council District One  
Venus Molina, Chief of Staff, Council District Two  
Jesus Cardenas, Chief of Staff, Council District Three  
Henry Foster, Chief of Staff, Council District Four  
Jamie Fox, Chief of Staff, Council District Five  
Sara Kamiab, Chief of Staff, Council District Six  
Michael Simonsen, Chief of Staff, Council District Seven  
Travis Knowles, Chief of Staff, Council District Eight  
Lydia Van Note, Chief of Staff, Council District Nine




**COUNCIL PRESIDENT SEAN ELO-RIVERA**  
**City of San Diego**  
**Ninth District**

**MEMORANDUM**

DATE: June 28, 2022

TO: Honorable Mayor Todd Gloria  
Honorable City Councilmembers

FROM: Council President Sean Elo-Rivera, Ninth District 

SUBJECT: Creation of Ad Hoc Working Group for the Recruitment of the San Diego Housing Commission President and Chief Executive Officer

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On February 22, 2022, Mr. Rick Gentry submitted his resignation as Chief Executive Officer of the San Diego Housing Commission (SDHC). Mr. Gentry's resignation became effective at close of business on March 31, 2022. On March 15, 2022, the Housing Authority unanimously approved the appointment of Mr. Jeff Davis as SDHC Interim President and CEO.

I am providing an update that an Ad Hoc Working Group is being assembled to spearhead the hiring of the next permanent President and CEO of the San Diego Housing Commission. This group will work to select an executive hiring firm, serve as a conduit for community and stakeholder engagement, and vet and narrow the pool of applicants.

The working group will be comprised of the following members:

Councilmember Joe LaCava - Chair  
Councilmember Chris Cate  
San Diego Housing Commissioner Johanna Hester  
San Diego Housing Commission Ryan Clumpner  
Sue Reynolds  
Roberta (Robbi) Spoon – *Mayoral Recommendation*

In the months to come, periodic updates will be provided by the Ad Hoc Working Group during noticed public Housing Authority meetings wherein the public and members of the Authority will be offered an opportunity to share thoughts and priorities. Ultimately, a yet to be determined number of finalists will be interviewed by the Housing Authority and the Housing Authority will select the next permanent SDHC President and CEO in full compliance with the Brown Act.

I thank the working group members in advance for their service in this important process.

CC: Paola Avila, Chief of Staff, Office of Mayor Todd Gloria  
Vicky Joes, Chief of Staff, Council District One  
Venus Molina, Chief of Staff, Council District Two  
Jesus Cardenas, Chief of Staff, Council District Three  
Henry Foster, Chief of Staff, Council District Four  
Jamie Fox, Chief of Staff, Council District Five  
Francis Barraza, Chief of Staff, Council District Six  
Michael Simonsen, Chief of Staff, Council District Seven  
Travis Knowles, Chief of Staff, Council District Eight  
Lydia Van Note, Chief of Staff, Council District Nine  
Ryan Clumpner, Vice Chair, San Diego Housing Commission Board of Commissioners  
Johanna Hester, Member, San Diego Housing Commission Board of Commissioners  
Jeff Davis, Interim President and CEO, San Diego Housing Commission  
Molly Chase, Vice President, Policy, San Diego Housing Commission  
Sue Reynolds  
Roberta (Robbi) Spoon