



THE CITY OF SAN DIEGO

M E M O R A N D U M

DATE: June 25, 2018

TO: Honorable Council President Myrtle Cole and Members of the City Council

FROM: Kris Michell, Chief Operating Officer

SUBJECT: Staffing Announcements for Fiscal Year 2019

I am pleased to announce the appointments of several new and existing leadership positions that will realign our divisions and enhance our level of service to the public. These changes reflect a synergy with the City's Strategic Plan and are designed to implement the priorities of the Mayor and City Council.

It is with mixed emotions I announce that Paz Gomez, Deputy Chief Operating Officer for Infrastructure/Public Works, has accepted a position as Public Works Director for the City of Carlsbad, where she currently resides.

Since joining the City of San Diego in 2015, Paz has moved the ball forward on the most significant increase in public works projects in the City's history. She has never wavered in her commitment to "get things done." Her steadfast leadership will be missed.

Please join me in wishing Paz the very best.

Deputy Chief Operating Officer for Infrastructure/Public Works

I am happy to announce the promotion of Johnnie Perkins to succeed Paz as Deputy Chief Operating Officer for Infrastructure/Public Works. Johnnie will transition into this new role effective August 4, 2018.

With his team, Johnnie will oversee the Pure Water project, the Clean SD program, and our historic increase in capital improvements – including ramped up street repairs and construction of many new City facilities such as fire stations, parks and libraries. I look forward to what he will bring to this new role.

Deputy Chief Operating Officer for Smart & Sustainable Communities

The Fiscal Year 2019 budget makes some organizational changes to support the Mayor and City Council's goal of continually improving service to our communities. As previously mentioned, David Graham will take on the role of Deputy Chief Operating Officer for the new Smart & Sustainable Communities branch, which includes the departments of Development Services, Economic Development, Planning as well as Civic San Diego, Successor Agency and the newly created Office of Sustainability.

Deputy Chief Operating Officer for Neighborhood Services

I am pleased to announce the appointment of Robert “Bob” Vacchi as the Deputy Chief Operating Officer for Neighborhood Services, a newly reorganized branch that will oversee the departments and programs of Library, Parks & Recreation, Special Events & Filming as well as the Corporate Partnerships & Development Program. In addition, the Chief of Homelessness Strategies, Housing Liaison will also report to the DCOO for Neighborhood Services.

Working with David Graham in his current role as the Director of the Development Services Department, Bob Vacchi has made organizational improvements including culture change, instituted greater customer service, overseen major technology improvements, worked with stakeholders to institute regulatory reform and supported efforts to improve housing affordability.

In addition to his current expertise, his past experience at the City, including a stint in the City Attorney’s Office and overseeing the Neighborhood Code Enforcement, has equipped him with a keen sense of neighborhood needs and an ability work with people on difficult issues. Bob will transition into his new role effective July 1, 2018.

Development Services Department Director

I am happy to announce that we will be welcoming Elyse Lowe back as the Director of Development Services Department (DSD) following her successful term as the Mayor’s Director of Land Use and Economic Development Policy. While in the Mayor’s Office, Elyse was responsible for policies related to implementation of the Climate Action Plan, community plan updates, Land Development Code Updates and developing regulations to improve housing affordability.

Before joining the Mayor’s Office, Elyse served as the Deputy Director for Project Submittal and Management in DSD from 2014 to 2017. Prior to that she served as the Deputy Executive Director for Circulate San Diego, an organization dedicated to advancing mobility and sustainable growth. Elyse and Bob will be working together on transitioning her into the new role effective July 13, 2018.

Office of Sustainability

The Office of Sustainability (Sustainability), a new addition included in the Fiscal Year 2019 budget, consolidates several City functions to more effectively lead the implementation of the City’s Climate Action Plan. In addition to the consolidation, Sustainability includes the addition of positions focused on goals such as equity in climate action, achieving the City’s 100% renewable goal and developing a municipal energy strategy. Sustainability will be managed by a new department director which the City will be conducting a recruitment to hire.

To ensure there is no interruption in the crucial work of this office, Erik Caldwell will oversee Sustainability while critical positions are being filled in addition to his duties as the Director of the Economic Development Department. Erik has experience in setting up new departments having taken the reins of the Economic Development Department when it was stood up as a separate department in 2015. His experience in sustainability includes his

current role managing the Chief Sustainability Officer, working on the City’s 100% renewable goal and previously serving as the Vice-President of Government Partnerships for Figtree

Financing, a San Diego-based clean energy financing company. Implementing sustainable strategies and addressing climate change are priorities for the City, so please join me in thanking Erik for his work to ensure a successful start for Sustainability.

Chief of Homelessness Strategies, Housing Liaison

Keely Halsey will be joining us as the new Chief of Homelessness Strategies, Housing Liaison. She will take over the responsibilities previously held by Bahija Humphrey, who will be transitioning from Assistant Chief of Civic Initiatives into a new role where she will continue to support the City's efforts to reduce homelessness. Keely has served as the City Council's Director of Legislative Affairs and is currently a Deputy City Attorney advising the departments of Development Services and Planning. She also served as Deputy General Counsel to the San Diego Housing Authority. She will work with cross-departmental teams currently engaged in efforts to reduce homelessness, including the Bridge Shelters, the Storage Facility and the planned Housing Navigation Center.

Keely will report to the Deputy Chief Operating Officer for Neighborhood Services effective July 13, 2018.

Director of Performance and Analytics Department

In 2014, the Mayor launched the Performance and Analytics Department (PANDA), which supports the improvement of City operations and customer service. I am pleased to announce that Bahija Humphrey will take the helm as Director of PANDA effective June 30, 2018.

The Department is charged with developing innovative programs like Citywide Engagement, Data and Analytics, Operational Excellence, Performance Management and the "Get It Done San Diego" web and mobile applications.

Leveraging her experience serving as Assistance Chief of City Initiatives where she oversaw major issues including homelessness, Bahija is poised to take PANDA to the next level. As the former executive director of the Downtown San Diego Partnership's Clean and Safe Program, she has demonstrated her ability to maximize organizational resources to effectively address complex issues.

Bahija will take the reins of the department following Almis Udrys' recent promotion to Deputy Chief of Staff and Chief of Policy & Innovation for the Mayor. This new alignment between Bahija, PANDA and the Mayor's office will help City operations reach new heights.

In Closing

This restructuring demonstrates the strong talent within our organization and the tremendous depth we have as a team. We always strive to hire the best people to serve the public, regardless of whether they are a new face or rise up through the ranks. The fact that all these changes are promotions from within is a clear reflection of our talented and skilled workforce.

Please join me in wishing all these individuals well in their new endeavors. We look forward to continuing to provide high quality public service, safe and livable neighborhoods, and a resilient and economically prosperous city with opportunity in every community.

cc: Honorable Mayor Kevin L. Faulconer
Honorable City Attorney Mara Elliot
Aimee Faucett, Chief of Staff, Office of the Mayor
Andrea Tevlin, Independent Budget Analyst
Stacey LoMedico, Assistant Chief Operating Officer
Rolando Charvel, Chief Financial Officer
Chief David Nisleit, Chief of Police
Interim Chief Kevin Ester, Fire Chief, Fire-Rescue
Paz Gomez, Deputy Chief Operating Officer, Infrastructure/Public Works
David Graham, Deputy Chief Operating Officer, Neighborhood Services
Ronald H. Villa, Deputy Chief Operating Officer, Internal Operations
Matt Awbrey, Deputy Chief of Staff, Office of the Mayor
Almis Udrys, Deputy Chief of Staff, Office of the Mayor
Jessica Lawrence, Director of Finance Policy & Council Affairs, Office of the Mayor
Elyse Lowe, Policy Advisor, Office of the Mayor
Katie Keach, Communications Director
Judy Von Kalinowski, Director, Human Resources
Hadi Dehghani, Director, Personnel Department
Erik Caldwell, Director, Economic Development
Robert Vacchi, Director, Development Services
Keely Halsey, Deputy City Attorney
Johnnie Perkins, Deputy Director, Environmental Services
Bahija Humphrey, Assistant Chief of Civic Initiatives
Department Directors Mayoral and Non-Mayoral