

RESOLUTION TO APPROVE THE AMENDMENT OF THE BYLAWS OF THE HOUSING AUTHORITY OF THE CITY OF LOS ANGELES TO AUTHORIZE THE PRESIDENT & CHIEF EXECUTIVE OFFICER TO MODIFY AND ADD SENIOR POSITIONS AND TITLES BOTH PRESENTLY AND AS FUTURE PROGRAMMATIC NEEDS ARISE



For

Douglas Guthrie
President and CEO

Marlene Garza
Chief Administrative Officer

Request: Approve the amendment of the Housing Authority of the City of Los Angeles (HACLA) Bylaws to authorize the President and Chief Executive Officer (CEO) to modify and add senior positions and titles, including Chief Development Officer and Chief Programs Officer, both presently and as future programmatic needs arise.

Funding: No funds are requested for this action.

Purpose: To allow for greater positional recognition for the roles and responsibilities of the highest-ranking positions within HACLA at this time and as HACLA's organizational structure evolves to meet future needs.

Issues: Article II, Board of Commissioners, Section 2(4) grants the Board of Commissioners the authority to "adopt Personnel rules and regulations applying to all employees, and fix their powers, duties, and compensation...". Further, Article III.9, President and CEO, as amended, authorizes the President and CEO to "subject to the provisions of these Bylaws, and the personnel policies established by the Board, make appointments and administer all other personnel actions involving employees of the Authority."

The current Bylaws of HACLA, as amended (Resolution 8583), refer to the highest-ranking employee positions classifications as President and CEO, Chief Operating Officer, Chief Administrative Officer, and Chief Financial Officer.

One of the short- and long-term strategic goals of HACLA is to better align leadership roles and responsibilities with HACLA's evolving program needs. With this premise in mind, the organizational structure proposed provides broad authority to the Chief Administrative Officer to oversee the administrative and financial functions of the Authority; shifts the Chief Operating Officer to Chief Programs Officer overseeing HACLA's core HUD-supported programs; and establishes the Chief Development Officer position to advance new initiatives, diversify HACLA's resources, and secure/expand HACLA's real estate assets.

Through its Development and Asset Management departments, HACLA manages a pipeline of existing and new projects aimed to preserve and expand our reach in providing affordable housing. Additionally, HACLA wants to continue to achieve

best practices in resident & community services across its portfolio and develop the partnerships, funding and instrumentalities to do so effectively. To properly guide and ensure oversight, coordination, and clear supervision of these initiatives and duties, the Chief Development Officer position is needed.

Through this realignment, HACLA will also achieve greater program oversight of the agency's core programs, Section 8 and Public Housing, through the conversion of the Chief Operating Officer to the Chief Programs Officer. The Chief Programs Officer will provide critical leadership in the effective management and deployment of the Authority's critical Section 8 and Public Housing resources and develop policies and practices that ensure long-term stability of these programs.

In order to give the President and CEO the necessary flexibility to modify and add senior positions and titles, such as the Chief Development Officer and Chief Programs Officer, authority is requested to modify the Bylaws granting the President and CEO authority to presently establish these positions and titles as well as others as future programmatic needs arise.

The organizational structure created by these changes, three Officers, including the Chief Administrative Officer, the Chief Development Officer, and the Chief Programs Officer, reporting directly to the President and CEO, is consistent with similar agencies. For example, the City of Los Angeles' Housing and Community Investment Department (HCID) has Assistant General Manager positions for administration, housing development, and regulatory compliance and code. Similarly, the City of Los Angeles Economic & Workforce Development Department has an Executive Officer, and Assistant General Managers for operations and for economic development.

Providing the President and CEO the authority to change position titles of highest-ranking classifications is in alignment with the strategic initiatives of HACLA and follows generally accepted practices within both public entities and private industry.

Section 3: Not Applicable.

Attachment: Resolution

RESOLUTION NO. _____

RESOLUTION TO APPROVE THE AMENDMENT OF THE BYLAWS OF THE HOUSING AUTHORITY OF THE CITY OF LOS ANGELES TO AUTHORIZE THE PRESIDENT & CHIEF EXECUTIVE OFFICER TO MODIFY AND ADD SENIOR POSITIONS AND TITLES BOTH PRESENTLY AND AS FUTURE PROGRAMMATIC NEEDS ARISE

WHEREAS, Article II, Board of Commissioners, Section 2(4), of the HACLA Bylaws, grants the Board of Commissioners authority to adopt personnel rules and regulations applying to all employees, and fix their powers, duties, and compensation; and

WHEREAS, Article III.9, President and CEO, as amended, authorizes the President and CEO to make appointments and administer all other personnel actions involving employees of the Authority; and

WHEREAS, it is a recognized practice to retain executive-level Officer positions within other public jurisdictions for positional responsibilities associated with the titular leads of a division or bureau; and

WHEREAS, one of the short- and long-term strategic goals of HACLA is to better align leadership roles, responsibilities, and business practices with HACLA's evolving program needs as well as with those utilized at other public jurisdictions; and

WHEREAS, authority to modify and/or add such positions provides the President and CEO with the necessary flexibility to adapt to changing programmatic needs; and

WHEREAS, this change will establish greater positional identification through the agency and promote the strategic goals of the agency.

NOW, THEREFORE, BE IT RESOLVED that the Board of Commissioners:

- 1) Authorizes the President and CEO to presently modify and add the senior positions and titles of Chief Development Officer and Chief Programs Officer.
- 2) Authorizes the President and CEO to modify and add senior positions and titles as future programmatic needs arise.

BE IT FURTHER RESOLVED that this Resolution shall take effect immediately.

APPROVED AS TO FORM:

MIKE FEUER
CITY ATTORNEY

BY: _____

General Counsel

HOUSING AUTHORITY OF THE
CITY OF LOS ANGELES

BY: _____

Chairperson

DATE ADOPTED: _____