



Office of the City Manager

CONSENT CALENDAR  
February 11, 2020

To: Honorable Mayor and Members of the City Council  
 From: Dee Williams-Ridley, City Manager  
 Subject: Appointment of Director of Health, Housing, and Community Services  
 Department

RECOMMENDATION

Adopt a Resolution confirming the appointment of Dr. Lisa Warhuus as the Director of the Health, Housing and Community Services Department (HHCS) to be effective March 9, 2020 at an annual salary of \$188,000

FISCAL IMPACTS OF RECOMMENDATION

The annual salary and benefits for the HHCS Director are included in the Fiscal Year 2020 HHCS budget. The position is supported through: General Fund #010 at 49%, Health (Short/Doyle) Fund #065 at 15%, Community Action Program Fund #351 at 2%, CDBG Fund #370 at 24%, and Health State Aid Real Trust Fund #958 at 10%.

CURRENT SITUATION AND ITS EFFECTS

In February of 2019, the former Director of HHCS, Paul Buddenhagen, moved into the City Manager's Office, and HHCS Deputy Director, Kelly Wallace, has been serving as the City's Interim HHCS Director while the City conducted a search for a new permanent director.

The City retained CPS HR Consulting, an executive search firm, to conduct an extensive, nationwide search for a new Director. The City then conducted a competitive interview process.

In accordance with the City Charter, Section 28(b) of Article VII, I am submitting my selection for the Director of Health, Housing and Community Services to the City Council for confirmation. I have selected Dr. Warhuus for appointment to the Director position. I am requesting confirmation of this appointment so that I may formally offer this regular at will benefited department head position to Dr. Warhuus, to be effective March 9, 2020.

BACKGROUND

The Health, Housing and Community Services Department strives to enhance community life and support health and wellness for all. The department is committed to social and environmental justice and to promoting equity in health, housing and

economic opportunity. It is the third largest department in the City with 246 employees and a budget of nearly \$55 million.

The department consists of six divisions: Aging Services, Environmental Health, Housing and Community Services, Office of the Director, Mental Health and Public Health. These complex divisions support people throughout the city with a broad and diverse set of work, including affordable housing development, senior centers, homeless services, restaurant health inspections, community based mental health services, public health clinics and much more.

The Director of HHCS provides overall leadership, policy development and management for the Department; manages the Department's fiscal activities including budgeting, accounting payroll, purchasing and billings to external funders. The Director's primary responsibility is to work closely with staff, City leadership, key public and private partner agencies and the community to ascertain the community's needs and lead implementation of programs and equitable service delivery that responds to and addresses the community's needs.

#### ENVIRONMENTAL SUSTAINABILITY

There are no identifiable environmental effects or opportunities associated with the subject of this report.

#### RATIONALE FOR RECOMMENDATION

The City retained CPS HR, an executive search firm, to conduct a search for the Director of Health, Housing and Community Services. CPS HR discussed the position with industry leaders, executives from various professional associations, potential candidates and other sources to identify and recruit candidates for the Director of HHCS position. 134 applications were received; 33 initial screening interviews were conducted by CPS HR; eighteen applicants were interviewed, and a final interview was conducted by the City Manager and Deputy City Managers.

Based upon the results of that process, I am pleased to recommend that the Council confirm the appointment of Dr. Warhuus.

Dr. Warhuus has nearly 20 years of public sector experience, with expertise in public health. She is currently the Director of Children and Youth Initiatives for Alameda County's Health Care Services Agency. In this role she directs the Center for Healthy Schools and Communities with a combined budget of \$71 million and responsibilities for administering 28 school health centers, mental health in more than 200 schools, family resource centers in school districts and REACH Ashland Youth Center and health services in six additional youth centers. This work supports the healthy development of immigrant youth, youth in the juvenile justice system, boys and men of color and many more people.

Dr. Warhuus has an MA and PhD in Psychology from Aarhus University in Denmark, a BA in Psychology from UC Berkeley, and is a certified coach for organizational and relationship systems. She also has deep roots in Berkeley having grown up here and graduated from Berkeley High School.

Dr. Warhuus's extensive public sector management experience, education and background clearly demonstrate her commitment and ability to help people who the Health, Housing and Community Services Department strives to help.

ALTERNATIVE ACTIONS CONSIDERED

None.

CONTACT PERSON

Dee Williams-Ridley, City Manager, City Manager's Office (510) 981-7000

Attachments:

1: Resolution

RESOLUTION NO. ##,###-N.S.

CONFIRMING THE APPOINTMENT OF LISA WARHUUS AS DIRECTOR OF  
HEALTH, HOUSING AND COMMUNITY SERVICES

WHEREAS, Dr. Warhuus has nearly 20 years of public sector experience, with expertise in public health, budgeting and systems development; and

WHEREAS, Dr. Warhuus previously served as Director of Children and Youth Initiatives for Alameda County's Health Care Services Agency, directing a \$71 million operation; and

WHEREAS, Dr. Warhuus has an MA and PhD in Psychology from Aarhus University in Denmark, a BA in Psychology from UC Berkeley, and is a certified coach for organizational and relationship systems.

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that it hereby confirms the City Manager's appointment of Dr. Lisa Warhuus as the Director of Health, Housing and Community Services with an annual salary of \$188,000, on the same terms and conditions as other regular at will employees, effective March 9, 2020.