



URGENT ITEM AGENDA MATERIAL

Government Code Section 54954.2(b)
Rules of Procedure Chapter III.C.5

THIS ITEM IS NOT YET AGENDIZED AND MAY OR MAY NOT BE ACCEPTED FOR THE AGENDA AS A LATE ITEM, SUBJECT TO THE CITY COUNCIL'S DISCRETION ACCORDING TO BROWN ACT RULES

Meeting Date: July 30, 2024

Item Description: Appointment of Director of Health, Housing and Community Services

This item is submitted pursuant to the provision checked below:

- Emergency Situation (54954.2(b)(1) - majority vote required)
Determination by a majority vote of the legislative body that an emergency situation exists, as defined in Section 54956.5.
- Immediate Action Required (54954.2(b)(2) - two-thirds vote required)
There is a need to take immediate action and the need for action came to the attention of the local agency subsequent to the agenda for this meeting being posted.

Once the item is added to the agenda (Consent or Action) it must be passed by the standard required vote threshold (majority, two-thirds, or 7/9).

Facts supporting the addition of the item to the agenda under Section 54954.2(b) and Chapter III.C.5 of the Rules of Procedure:

A nationwide search was conducted for a new Director of Health, Housing and Community Services. Upon conclusion of the selection process, the Interim City Manager's selection was agendized for consideration by Council in closed session on July 22, 2024, which was the earliest possible date – but after the agenda for Council's July 30, 2024 regular meeting was published.

Immediate action is warranted to ensure that the director who will be leading one of the City's largest departments is appointed prior to Council's summer recess.



Office of the City Manager

CONSENT CALENDAR

July 30, 2024

To: Honorable Mayor and Members of the City Council

From: LaTanya Bellow, Interim City Manager

Submitted by: Aram Kouyoumdjian, Director of Human Resources

Subject: Appointment of Director of Health, Housing and Community Services

RECOMMENDATION

Adopt a Resolution confirming the appointment of Scott Gilman as the Director of Health, Housing and Community Services to be effective August 4, 2024 at an annual salary of \$272,685.09.

FISCAL IMPACT

The salary and benefits for the Director of Health, Housing and Community Services are included in the departmental budget, and the proposed salary for Mr. Gilman is within the salary range designated for the classification.

CURRENT SITUATION AND ITS EFFECTS

In accordance with City Charter Article VII, Section 28(b), the Interim City Manager is submitting her selection for the Director of Health, Housing and Community Services to the City Council for confirmation.

Mr. Gilman has been serving as Interim Director of Health, Housing and Community Services since April 2024. He has over 30 years of health care, nonprofit, and local government leadership experience in the behavioral health and substance use fields, along with policy and budget development, grant writing, and performance-based contracting expertise, as well as a considerable background working effectively with teams, developing staff, and spearheading community engagement.

Prior to joining the City of Berkeley in the interim director role, Mr. Gilman served with the County of Ventura as the Director of the Behavioral Health Authority. In this capacity, Mr. Gilman contracted and directly oversaw behavioral health operations, including inpatient programs for individuals with behavioral health needs. He had direct oversight of the Behavioral Health Agency budget of \$240 million, as well as 804 staff

and a non-profit provider network serving over 17,000 children, adults, and seniors per year.

While with the County of San Mateo, Mr. Gilman administered a \$230 million budget, and led over 500 staff members providing services in the realms of mental health and substance use and prevention.

In addition, Mr. Gilman has served as Chief Executive Officer of Network180 in Kent County, Michigan; as Chief Executive Officer of the Shiawassee County Community Medical Health Authority in Owosso, Michigan; and as Director of Substance Abuse Prevention and Treatment Programs, Bay Arenac Behavioral Health Authority in Bay City, Michigan. Earlier in his career, Mr. Gilman served as a licensed clinician and case manager on a community treatment team, providing services to individuals with serious mental illness, before going on to manage a variety of mental health, housing stability, neurodiversity, substance use, and prevention programs.

Mr. Gilman holds a Master of Science in Healthcare Administration from Central Michigan University and a Bachelor's Degree in Psychology from Saginaw Valley State University.

BACKGROUND

The City retained the executive search firm of Wendi Brown Creative Partners Inc. (WBCP) in the effort to fill this vital role. WBCP initiated a comprehensive recruitment which began with a survey of commissioners engaged with the Department, interviews with Department of Health, Housing and Community Services leadership, as well as extensive interviews and engagement with the City's executive team.

The nationwide search involved placement of ads with leading industry organizations, including but not limited to, the National Organization for Human Services, the American Public Health Association, County Behavioral Health Directors Association, Government Jobs, California State Association of Counties, as well as direct outreach to the State Department of Health Care Services, coupled with direct sourcing of candidates in various cities, counties, and social services and health agencies throughout California. Further, outreach occurred on niche social media and access to over 300 diversity job boards nationally.

The search yielded 115 applicants, and after initial rounds of screening the pool was narrowed to 18 candidates, who were screened for qualifications that included leadership competencies, technical knowledge, conflict management, mission focus, diplomacy, strategic thinking, collaborative leadership, communication, responsiveness, public engagement, and transparency.

Six candidates then interviewed with two panels: (1) a professional/ technical City panel which included a subject matter expert from a neighboring jurisdiction; (2) a community panel comprised of representatives of several commissions and the Berkeley Downtown Organization. Three finalists subsequently interviewed with the Interim City Manager and the incoming City Manager.

Upon his selection, Mr. Gilman met with the Mayor and Council in closed session.

ENVIRONMENTAL SUSTAINABILITY

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

RATIONAL FOR RECOMMENDATION

The Health, Housing, and Community Services (HHCS) Department holds the responsibilities of an independent local health jurisdiction and is responsible for addressing public health prevention and emergencies, as well as the physical health, mental health, and basic needs of those most vulnerable.

The department is also responsible for producing, preserving, and supporting affordable housing for Berkeley residents. In addition to the Office of the Director, the department's five divisions include Public Health, Mental Health, Housing and Community Services, Environmental Health, and Aging Services.

With more than 30 years of experience in his field, Mr. Gilman possesses the knowledge, skills, and attributes to lead a complex department like HHCS, while his extensive experience with public sector infrastructures and budget will inform his management of the department's operations and the many-fold services that HHCS provides to the community.

ALTERNATIVE ACTIONS CONSIDERED

None.

CONTACT PERSON

Aram Kouyoumdjian, Director of Human Resources, (510) 981-6807.

ATTACHMENTS

Resolution

RESOLUTION NO. xxxxx - N.S.

APPOINTMENT OF DIRECTOR OF HEALTH, HOUSING AND COMMUNITY SERVICES

WHEREAS, the Health, Housing, and Community Services (HHCS) Department holds the responsibilities of an independent local health jurisdiction and is responsible for addressing public health prevention and emergencies; providing physical and mental health services for vulnerable members of the community; and producing, preserving, and supporting affordable housing for Berkeley residents; and

WHEREAS, the Interim City Manager has selected Scott Gilman for appointment as Director of Health, Housing and Community Services; and

WHEREAS, Mr. Gilman is currently serving as Interim Director of Health, Housing and Community Services; and

WHEREAS, Mr. Gilman has served as Director of the Behavioral Health Authority for the County of Ventura, overseeing a staff of over 800 and a budget of \$240 million to provide services to over 17,000 children, adults, and seniors per year;

WHEREAS, while with the County of San Mateo, Mr. Gilman administered a \$230 million budget and provided leadership to over 500 professional mental health and substance use staff serving children, adults, and seniors; and

WHEREAS, Mr. Gilman holds a Bachelor's degree in Psychology and a Master's degree in Healthcare Administration, and has served as a licensed clinician and case manager on a community treatment team, providing services to individuals with serious mental illness, before going on to manage a variety of mental health, housing stability, neurodiversity, substance use, and prevention programs; and

WHEREAS, with more than 30 years of experience in his field, Mr. Gilman possesses the knowledge, skills, and attributes to lead a complex department like HHCS, while his extensive experience with public sector infrastructures and budget will inform his management of the department's operations and the many-fold services that HHCS provides to the community;

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that it hereby confirms the Interim City Manager's appointment of Scott Gilman as the Director of Health, Housing and Community Services with an annual salary of \$272,685.09 on the same terms and conditions as other regular at-will employees effective August 4, 2024.