

BERKELEY HOUSING AUTHORITY
RESOLUTION NO. _____

APPROVING AND ACCEPTING THE OUTCOME OF THE EXECUTIVE DIRECTOR'S PERFORMANCE REVIEW CONDUCTED BY THE BOARD OF COMMISSIONERS; AUTHORIZING AND APPROVING THE INCREASE IN COMPENSATION FOR THE EXECUTIVE DIRECTOR; AND AUTHORIZING AND APPROVING THE CHAIR OF THE BOARD OF COMMISSIONERS TO EXECUTE AN AMENDED AND RESTATED EXECUTIVE DIRECTOR EMPLOYMENT AGREEMENT BY AND BETWEEN THE BERKELEY HOUSING AUTHORITY AND JAMES WILLIAMS

WHEREAS, on November 10, 2022, the Board of the Housing Authority of the City of Berkeley ("Housing Authority") unanimously approved the contract to hire James Williams to perform the role of Executive Director. The Housing Authority and James Williams entered into that certain Executive Director Employment Agreement on or about November 16, 2022 ("Original ED Contract");

WHEREAS, Section 3.2 of the Original ED Contract allows for the Board to adjust the Executive Director's base salary based on a review of "performance and merit, and considering the Authority's revenues sufficient to pay the merited increase while maintaining an acceptable level of operations";

WHEREAS, the Board performed the 2025 annual review of the Executive Director's performance in December of 2025;

WHEREAS, the collective Board review of the Executive Director's performance and commitment to the Authority resulted in a determination that the Executive Director is exceeding expectations;

WHEREAS, the Board has reviewed compensation for comparable positions in the City of Berkeley and in other Public Housing Authorities in the region;

WHEREAS, the Board has reviewed the financial position of the Housing Authority and determined that a _____% increase in the Executive Director's annual salary from \$_____ to \$259,875 is viable;

WHEREAS, as part of the annual review process, the Board reviewed the Original ED Contract and determined that modifications to the termination, scope of work, compensation and benefits provisions were necessary to align with comparable positions in the City of Berkeley and in other Public Housing Authorities; and

WHEREAS, the Board desires to amend, restate and replace in its entirety the Original ED Contract with the form of Amended and Restated Executive Director Employment Agreement attached hereto as Exhibit A and incorporated herein by reference ("Amended and Restated ED

Contract”) which reflects modifications to the termination, scope of work, compensation and benefits provisions.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COMMISSIONERS OF THE BERKELEY HOUSING AUTHORITY, CALIFORNIA, AS FOLLOWS:

BE IT RESOLVED THAT, the above recitals are true and correct and incorporated herein by reference and serve, together with the Board Memorandum, as the basis of the actions of the Board of Commissioners set forth below;

BE IT FURTHER RESOLVED, that the Board of Commissioners hereby approves and accepts the outcome of the Executive Director’s performance review conducted by the Board of Commissioners in December of 2025 resulting in a determination that the Executive Director is exceeding expectations;

BE IT FURTHER RESOLVED, that the Board of Commissioners authorizes and approves a _____% increase in the Executive Director’s annual salary from \$_____ to \$259,875, effective on, and retroactive back to, December _____, 2025;

BE IT FURTHER RESOLVED, that the Board of Commissioners authorizes and approves the form of Amended and Restated Executive Director Employment Agreement attached hereto as Exhibit A and incorporated herein by reference which amends, replaces and restates in its entirety the Original ED Contract, and authorizes and directs the Chair of the Board of Commissioners, Ali Kashani, to execute on behalf of the Housing Authority, an Amended and Restated Executive Director Employment Agreement conforming in form and substance to Exhibit A, with James Williams; and

BE IT FURTHER RESOLVED, that this Resolution shall take effect on the date of its adoption.

The foregoing Resolution was adopted by the Board of the Berkeley Housing Authority on January _____, 2026 , by the following vote:

Ayes:

Noes:

Abstain:

Absent:

Attest: _____
James Williams, Secretary

EXHIBIT A
FORM OF AMENDED AND RESTATED
EXECUTIVE DIRECTOR EMPLOYMENT AGREEMENT

[Behind this Page]