

**CITY OF LOS ANGELES**  
INTER-DEPARTMENTAL CORRESPONDENCE

Date: June 24, 2026

To: The City Council

From: Matthew W. Szabo, City Administrative Officer



Subject: **SALARY FOR THE PERMANENT DIRECTOR BUREAU OF SANITATION – JOONE KIM-LOPEZ**

**RECOMMENDATION**

In accordance with Los Angeles Administrative Code Section 4.322(b), the City Administrative Officer (CAO) is forwarding to the City Council for consideration the Mayor's salary recommendation for the permanent appointment of Joone Kim-Lopez to the position of Director Bureau of Sanitation. Please note that due to timing constraints related to scheduled Council Recess in July and to ensure that Ms. Kim-Lopez' salary is approved ahead of her anticipated start date, the Mayor's recommended salary is being referred directly to Council for approval without recommendation from the Executive Employee Relations Committee.

As displayed in the table below, the salary recommendation is within the general manager M-11 salary range and would be effective upon City Council confirmation of the permanent appointment or July 27, 2026, whichever is later.

<b>Recommended Salary for Permanent Appointment of Joone Kim-Lopez to the Position of Director Bureau of Sanitation</b>			
<b>Salary Range M-11</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Yearly</b>
\$285,805.44 – \$506,757.60	\$242.70	\$19,416.00	\$506,757.60

**SUMMARY**

On June 17, 2026, the Mayor appointed Joone Kim-Lopez to the permanent position of Director Bureau of Sanitation (Council File No. [26-0892](#)). As part of the permanent appointment, the Mayor also proposed authorizing Joone Kim-Lopez to receive reimbursements not to exceed \$15,000 to assist with relocation expenses. The Mayor's proposed salary will be effective upon confirmation of the Mayor's appointment by the City Council or July 27, 2026, whichever is later.

**FISCAL IMPACT**

The proposed salary will have no impact on the General Fund. The Bureau of Engineering will absorb any additional costs within budgeted funds for the FY2026-27 Adopted Budget.

*MWS:PAG:SAO:0726518*

Attachment



KAREN BASS  
MAYOR

June 17, 2026

Matt Szabo, City Administrative Officer  
Attn: Employee Relations Section  
Room 1500, City Hall East

**Re: Salary for Permanent Executive Director, Bureau of Sanitation**

In my separate letter attached I have appointed Ms. Joone Kim-Lopez as the permanent Executive Director of the Bureau of Sanitation, effective upon Council confirmation, beginning July 27, 2026.

I am recommending a salary in the amount of \$506,757.60 annually. Additionally, I am recommending relocation expenses in an amount not to exceed \$15,000.

Your prompt consideration of this matter is appreciated.

Sincerely,

A handwritten signature in black ink that reads 'Karen Bass'.

KAREN BASS  
Mayor

KB:ta

Attachment:  
Joone Kim-Lopez Appointment Letter



KAREN BASS  
MAYOR

June 17, 2026

Honorable Members of the City Council  
c/o City Clerk  
Room 395, City Hall

Re: Appointment of Permanent Executive Director, Bureau of Sanitation: Ms. Joone Kim-Lopez

Honorable Members:

Pursuant to Charter §508(b), I hereby appoint Ms. Joone Kim-Lopez as the permanent Executive Director of the Bureau of Sanitation, effective as of the date of your confirmation of her appointment, beginning July 27, 2026.

I certify that in my opinion Ms. Kim-Lopez is especially qualified by reason of training and experience for the work which shall devolve upon her, and that I make the appointment solely in the interest of the City. Attached please find a copy of Ms. Kim-Lopez's resume, which provides greater detail about her experience.

Sincerely,

A handwritten signature in black ink that reads 'Karen Bass'.

KAREN BASS  
Mayor

KB:ta

Attachment

cc: The Honorable Eunisses Hernandez, Chair, Public Works Committee  
Matt Szabo, City Administrative Officer Patrice Lattimore, City Clerk  
Sharon Tso, Chief Legislative Analyst Malaika Billups, Personnel Department  
Heather Holt, Ethics Commission Nicole Enriquez, Ethics Commission  
General Managers' Association

## Joone Kim-Lopez

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### Experience

#### **Moulton Niguel Water District**

##### **General Manager/CEO**

*6/2012 - Present*

Direct water/wastewater/recycled water services for six cities in Orange County - own/operate 3 major wastewater collection/treatment/recycling facilities. Serve a 7-member elected board of directors to implement their vision and collaborate with local/state/federal officials to build strategic partnerships for regional resiliency. Named top 5 utilities in the world at the Global Water Awards (2026) for operational excellence, financial planning, data-driven analytics, organizational leadership and workforce culture.

Transformed wastewater governance/management in the region under a contentious political environment, successfully resulting in Moulton Niguel owning/operating the largest regional wastewater treatment facility to deliver a more effective, efficient, equitable and affordable service to the communities. Led a complex, multi-year negotiations and built a diverse coalition to strengthen the relationship in the region and acquire a critical facility that is the site for potentially the first direct potable reuse project in the state.

- DPR: Partnered with LADWP (Pure Water LA), OC Sanitation District and OC Water District. Funded and ranked as #1 project by FEMA and one of top projects in the nation by US Bureau of Reclamation.

Foster relationships with local/state/federal officials, businesses, builders, community leaders, labor, environmental groups, NGOs and academics to create diverse networks to shape legislation, advocate for critical water/wastewater infrastructure, enhance environmental stewardship and improve emergency response.

- Led a multi-county (LA, OC, San Diego, Riverside, San Bernardino) coalition for CEQA amendments.
- Formed a countywide collaboration to improve watershed health, evaluate stormwater capture and reduce urban run-off, resulting in funding for environmental programs and regulatory compliance.
- Leading a county-wide effort OC LIIFE (Lifeline Infrastructure Integration For Emergencies) in partnership with OC Sheriff's Department, OC Transportation Authority and OC Business Council to bring together water, energy, transportation, telecommunication and public safety to jointly plan for emergency response and recovery.

Recognized for workforce culture, innovation, sustainability, organizational and fiscal excellence.

- Named Top Workplace OC for nine consecutive years, the first public utility agency to rank #1.
- Named Top Workplace USA for six consecutive years, highest ranking public agency.
- Upgraded District's financial rating to AAA by Fitch and S&P. Earned the distinction of "best in class" by S&P for emergency and financial resiliency. Earned the GFOA's Triple Crown award for outstanding financial reporting.
- As the chief negotiator, successfully negotiated four multi-year labor agreements.
- Constructed a new headquarters and built the first South OC Emergency Operations Center on site.
- Founded the CA Data Collaborative (2015) to bring big-data/AI solutions to water/wastewater challenges. Members include LADWP, Metropolitan Water District, OC Water District and San Diego County Water District. Today, we represent 21 Million Californians and was recognized by United Nations as the most unique & effective model of water data innovation in the world.
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**California Seismic Safety Commission**

Commissioner  
8/2022- Present

Appointed by the Governor and unanimously confirmed by the Senate to represent all utilities - water, energy, gas- in California to ensure readiness and resiliency during seismic events. Following the LA fires, leading a statewide effort to improve water industry and fire authority coordination during major earthquakes/wildfires.

**Calaveras County Water District**

General Manager/CEO  
6/2010-6/2012

Modernized county management of water/wastewater/recycled water/hydro power by implementing the vision of an elected board of directors. Managed the emergency response during the 2011 historic storms and wildfires to ensure uninterrupted water/wastewater services and received federal earmarks for disadvantaged communities and wildfire impact. Formed a coalition to advocate for water rights, represented the region at Delta hearings, and collaborated on regional funding strategies. Partnered with county officials to revitalize the region's economy and negotiated the operations of 250 MW hydropower facilities. Annexed three water/wastewater systems. Successfully negotiated a 5-year labor contract with SEIU as the chief negotiator. Built a new headquarters.

**Apple Valley Ranchos Water Company**

Vice President/Assistant General Manager  
7/2008 - 6/2010

Coordinated with state regulatory agencies, surrounding utilities and communities to develop the first integrated environmental policies and sustainability master plan for the region. Collaborated with CPUC to pilot water efficiency and climate action strategies.

**Central Basin Municipal Water District**

Deputy General Manager  
2/2003- 6/2008

CBMWD serves more than 2 million people within the 24 cities in the Southeast LA County. Partnered with elected officials and community leaders to manage a \$1Billion groundwater project, secured \$8Million for disadvantaged communities, developed a regional partnerships for cross-utility programs and advanced sustainable strategies for the cities. Facilitated multi-regional negotiations to implement groundwater storage programs and expand recycled water systems.

**City of Pasadena**

Facilitator for Community Task Force (consultant)  
4 - 6/2004

Appointed by the Pasadena City Council to facilitate a 90-day task force to develop policy recommendations to mitigate the impacts of substance abuse and homelessness. Received Mayor's commendation.

**Pasadena Police Department**

Police Officer  
10/1995- 12/2002

Received the *Silver Medal of Courage* for bravery under fire and *Departmental Commendation* from the Drug Enforcement Administration for outstanding work in covert narcotic operations. As Corporal, managed training for 250+ sworn officers. Spearheaded geographic community policing and homeless initiatives.

**City of Pasadena**

Grants Administrator  
1/1994 - 10/1995

Administered federal grants to implement a public safety awareness and enforcement campaigns in preparation for the 1994 World Cup. Reduced fatalities and injuries from DUI by 100%; implemented city-wide hospitality training and shaped nuisance abatement ordinances. Received Mayor's commendation.

**Education**

Master’s Degree in Public Administration, California State University Northridge.  
Bachelor’s Degree in Communications/Minor in Spanish Literature, University of California San Diego.

**Languages Spoken**

English, Korean, Spanish - my fluency have allowed me to better understand, serve and connect with diverse communities, resulting in trust.

**Affiliations**

- LA Area Chamber of Commerce Board
- UC Irvine Water Center Board
- Association of CA Water Agencies Board
- Water Research Foundation Board
- NAACP CA/HI Executive Committee Board
- Southern CA Water Coalition Board
- CA Water Data Consortium Board
- Make-A-Wish OC/IE Board