

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: June 18, 2026

To: The City Council

From: Matthew W. Szabo, City Administrative Officer



Subject: **ESTABLISHMENT OF SALARY FOR THE NEW NON-REPRESENTED CLASSIFICATION OF DIRECTOR OF CONTINUOUS IMPROVEMENT AT THE LOS ANGELES DEPARTMENT OF WATER AND POWER – ORDINANCE AMENDING SCHEDULE “B” OF LOS ANGELES ADMINISTRATIVE CODE SECTION 4.900.1**

RECOMMENDATIONS

The City Administrative Officer (CAO) recommends the following actions by the City Council and Mayor:

1. That the City Council, subject to the approval of the Mayor, adopt the attached ordinance, approved as to form and legality by the City Attorney, amending Schedule “B” of Los Angeles Administrative Code Section 4.900.1, to provide a salary for the new, non-represented classification of Director of Continuous Improvement (Class Code 9603) at the Los Angeles Department of Water and Power (LADWP); and
2. That the City Council authorize:
 - a. The Los Angeles Department of Water and Power, upon accretion of the class to a bargaining unit, to amend the appropriate Memorandum of Understanding to reflect the salary approved by ordinance; and
 - b. The Controller and the CAO to correct any clerical or technical errors in the above ordinance.

SUMMARY

At its meeting on March 24, 2026, the Executive Employee Relations Committee approved the recommendations of the CAO, as requested by the LADWP, to establish the salary for the newly created, non-represented classification of Director of Continuous Improvement as illustrated in the table below.

Recommended Salary for Director of Continuous Improvement		
Classification (Duties Description Record)	Salary Range*	Annual Salary Range*
Director of Continuous Improvement (95-96031)	12250	\$255,780.00 - \$317,751.84

* LADWP classifications are assigned to a five-step salary range. Annual salaries depicted are for Steps 1 and 5 of the Salary Range.

The Director of Continuous Improvement will be employed exclusively in the LADWP, and will lead and sustain organizational excellence through process optimization and strategic improvement initiatives. The Director of Continuous Improvement will be a critical driver of operational efficiency, quality improvement, and long-term sustainability. The position requires strong strategic thinking, leadership, and an ability to engage and influence teams at all levels to achieve a culture of continuous improvement, improve operational efficiency, reduce waste, and enhance service delivery. The position will oversee the leads for each LADWP System on the Continuous Improvement Team in the Corporate Performance Division, ensuring the performance management and process optimization goals and methods are proceeding according to plans set by executive management and the Assistant General Manager of the Corporate Performance Division, to whom this position reports.

The ordinance submitted herein provides for amending Los Angeles Administrative Code Section 4.900.1 Schedule "B" as described above.

FISCAL IMPACT

The proposed salary will not impact the General Fund. All costs associated with the establishment of the Director of Continuous Improvement salary and ensuing actions will be funded solely by LADWP. The estimated annual fiscal impact associated with the new position is approximately \$404,292 including direct salary and pension costs.

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Attachment