

PERSONNEL AND HIRING COMMITTEE REPORT and ORDINANCE FIRST CONSIDERATION relative to amending the Los Angeles Administrative Code (LAAC) 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).

Recommendations for Council action, SUBJECT TO THE APPROVAL OF THE MAYOR:

1. PRESENT and ADDOPT the accompanying ORDINANCE dated June 15, 2026, approved as to form and legality by the City Attorney, amending Schedule B of LAAC Section 4.900.1, to provide a salary for the new, non-represented classification of Director of Continuous Improvement (Class Code 9603) at the LADWP.
2. AUTHORIZE the LADWP, upon accretion of the class to a bargaining unit, to amend the appropriate Memorandum of Understanding to reflect the salary approved by Ordinance.
3. AUTHORIZE the Controller and City Administrative Officer (CAO) to correct any clerical or technical errors in the above Ordinance.

Fiscal Impact Statement: The CAO reports that 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 the LADWP. The estimated annual fiscal impact associated with the new position is approximately \$404,292 including direct salary and pension costs.

Community Impact Statement: None submitted.

Summary:

On June 26, 2026, your Committee considered a June 18, 2026 CAO report and Ordinance relative to amending the LAAC to provide a salary for the new, non-represented classification of Director of Continuous Improvement (Class Code 9603; Duties Descriptive Record No. 95-96031) at the LADWP. According to the CAO, 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. 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. After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the recommendations contained in the CAO report. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

Personnel and Hiring Committee

COUNCILMEMBER:	VOTE:
McOSKER:	YES
RODRIGUEZ:	ABSENT
SOTO-MARTINEZ:	YES

ARL

6/26/26

-NOT OFFICIAL UNTIL COUNCIL ACTS-