

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: September 28, 2018

To: The City Council

From: Richard H. Llewellyn, Jr., City Administrative Officer



Subject: **SALARY FOR THE EXECUTIVE DIRECTOR OF THE PUBLIC WORKS BUREAU OF STREET SERVICES – ADEL HAGEKHALIL**

At its meeting on September 28, 2018, the Executive Employee Relations Committee voted to approve the Mayor’s salary recommendation for Mr. Adel Hagekhalil as the permanent Executive Director, Bureau of Street Services.

The approved salary is as follows:

General Manager M-9 Range	Hourly	Biweekly	Annual
\$168,627 - \$298,876	\$119.40	\$9,552.20	\$249,312.42

Please contact Errol Griffin at (213) 978-7633 or electronically at Errol.Griffin@lacity.org if additional information is required.



ERIC GARCETTI
MAYOR

August 24, 2018

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

Re: Appointment of Permanent Executive Director, Bureau of Street Services:
Adel Hagekhalil

Dear Honorable Members:

Pursuant to City Charter Section 508 (b), I appoint Mr. Adel Hagekhalil as the permanent Executive Director, Bureau of Street Services, effective as of the date of your confirmation of his appointment.

Attached please find a copy of his resume which provides greater detail about his experience. I certify that in my opinion Mr. Hagekhalil is qualified for the work that will devolve upon him, and that I make the appointment solely in the interest of the City.

Sincerely,

ERIC GARCETTI
Mayor

EG:mm

Attachment

cc:	Wendy Macy, Personnel Department	Sharon Tso, CLA
	Rich Llewellyn, CAO	Errol Griffin, Office of the CAO
	Holly Wolcott, City Clerk	Heather Holt, Ethics Commission
	General Managers' Association	Nicole Enriquez, Ethics Commission

Education

Executive Management Certificate
Water and Wastewater Leadership Program
University of North Carolina at Chapel Hill
May 2002

MS, Civil Engineering
Water Resources and Hydraulics
University of Houston, Texas
August 1988

BS, Civil Engineering
University of Houston, Texas
May 1986

Certifications

Registered Civil Engineer, California
C-048310 (1991- present)

Board Certified Environmental Engineer
American Academy of Environmental
Engineers 07-20036 (2007- present)

Professional Affiliations

**National Association of Clean Water
Agencies**
Chair Arid States & Reuse Group (2017-)
President (2015-16)
Board Member (2008 - 17)
Facility & Collection Systems Chair (2001-07)

Water Sector Coordinating Council
(2017-)

Southern California Water Committee
Stormwater Committee Co-Chair
(2017-)

National Infrastructure Advisory Council
Study Group Chair – Water Resiliency
(2015-16)

US Water Alliance

Value of Water Coalition

Water Environment Federation

American Public Works Association

AWWA/WEF QualServe Committee

**California Collection System
Collaborative Benchmarking Group**
Chair (2006-2008)

National Engineering Honor Society

National Civil Engineering Honor Society

Golden Key National Honor Society



Adel H. Hagekhalil, P.E., BCEE

With over 28 years in public service, I dedicated my life and career to enhancing the quality of life in all neighborhoods by providing responsive, efficient and quality services to meet today's needs, address tomorrow's challenges and provide a healthy and bright future for our future generations. I excelled in management, operations, business development, capital delivery and community service roles. I achieved success as an assistant director, and manager of numerous environmental, civil infrastructure and water programs and projects. I have experience with diverse responsibilities, technical review, project & program management, strategic planning, field operations, negotiations, contracting, fiscal management, legislative & regulatory initiatives, community outreach, partnerships and staff development. I led and served on many local, state, national and global initiatives. I served on many community and non-profit programs.

December 2007 to Present

Assistant Director/Assistant GM - Bureau of Sanitation, City of Los Angeles

Serve as an Assistant General Manager/Director for LA Sanitation with over 3,000 employees and over \$1.2 Billion Revenue Program. Currently, he is responsible for the Bureau's wastewater collection system management (operation and maintenance), storm water and watershed protection program management, water quality and TMDL compliance, and facilities and advance planning. Serve as a member of Mayor Garcetti's Water Cabinet and Homelessness Cabinet. Serve as the lead on the City's wet weather preparedness and response.

Under his vision and direction, the City developed the 2040 One Water Plan for LA to manage water holistically while reducing consumption, increasing water reuse and reduce dependence on imported water. Under his direction, the City is collaborating with sister agencies in the various watersheds on the implementation of the enhanced watershed management plans (EWMPs). Under his direction and leadership, the City developed and implemented various programs to address cleaning and protection of communities and the environment especially around homeless population including Operation Healthy Streets Skid Row, Operations Healthy Streets Venice, HOPE (Homeless Outreach Partnership Endeavor) teams and Clean Streets LA Program. Under his leadership, LA Sanitation developed and transformed various properties in the City for multi-benefits and green stormwater Infrastructure projects (Greenways). In addition, he currently leads the development of new facilities include and 70,000 square foot clean water campus and 5 MGD water reuse facility at a golf course.

Adel led the successful development and adoption a Low Impact development Ordinance for the City of Los Angeles that focuses on rainwater harvesting for new developments and redevelopments. Led the City Green storm water infrastructure program providing multi-benefits. He managed the collection system spill control and management program leading to over 85 percent reduction in sewer spills and the construction of state-of-the-art air treatment facilities.

As a federally appointed chair of the study group on water resiliency for the POTUS' National Infrastructure Advisory Council (NIAC), he led over 50 national subject matter experts to develop a water resiliency report for the US. Adel also participated in COP21 and led UNESCO's global conference on Water in Mega Cities and was the coauthor of UNESCO's "Water, Megacities and Global Change" book.

Community Activities

Arab American Association of Engineers & Architects

President – CA Chapter (2015 - 2017)
National Board of Directors (2016 - present)

Los Angeles Professional Managers Association

Director and Secretary (2001 – 2017)

Heal the Bay Organization Tree People Organization

Awards & Recognitions

Over 50 National, State and Local Awards

Leading Utility of the World Award (2018)

American Academy of Environmental Engineers - Grand Prize (2018, 2006)

WEF/NACWA/WERF/AWWA
Utility of the Future Award (2016)

California Association of Sanitation Agencies
(CASA) – Excellence Award (2016)

Tree People Award
(2016, 2014, 2010 & 2004))

Heal the Bay's Walk the Talk Award (2015)

LA WATERKEEPER Award (2014)

Community Conservation Solutions
Leadership Award (2014 & 2010)

ENVISION PLATINUM Award (2014)

California Water Environment Association -
CS Person of the Year (2011)

US Water Alliance – US Water Prize (2011)

NACWA Excellence in Management Award
(2008-2011) (2011-2015) (2016-2019)

NACWA National Environmental
Achievement Awards (Over 20)

City of LA Career Service Award (2008)

United States Congress
California State Senate
California State Assembly
California League of Cities
American Consulting Engineers
LA Regional Water Quality Control Board
CA Consulting Engineers & Surveyors
Northeast Trees

January 2001 to December 2007

Principal Sanitary Engineer (Division Manager) - Wastewater Engineering Services Division, Bureau of Sanitation, City of Los Angeles

Led and managed the engineering and planning activities associated with advanced system and facilities planning of wastewater treatment plants, collection system, the stormwater pollution abatement and the beneficial reuse activities. Led the negotiations and technical support in many pending high profile litigations regarding wastewater system and water quality issues. Successfully managed the implementation of the \$650 million sewer improvement program to eliminate wet weather overflows. Developed and maintained effective relationships and works closely with various community stakeholders, neighborhood councils, regulatory agencies, professional organization and City offices and agencies. Represented the City as the official spokesperson.

Initiated and implemented an innovative and an award winning integrated facilities plan of the wastewater system for the year 2020 which relies on public input and participation and integrates water supply, water reuse, water conservation and stormwater management through a regional watershed approach. Supported the Los Angeles River revitalization efforts with the development of the revitalization plan scope, outreach material and federal funding requests. Developed the Wastewater Collection System Infrastructure Report in support of the Mayor's Blue Ribbon Infrastructure Task Force. Developed and presented the Bureau of Sanitation's Industrial Development Issues Report in support of the Mayor's Industrial Development Policy Initiative. Developed and implemented a business plan for the systematic collection system assessment and planning. Developed and successfully implemented an odor control and outreach program and a community odor advisory board to address sewer odors in neighborhoods. Successfully developed and implemented an aggressive sewer spill reduction program. Created and executed an award-winning public education and outreach program ("Grease Avenger") for the control of grease in sewers. Led the negotiation and successful settlement of a \$550 million environmental lawsuit.

Led the national collaborative development of the "Core Attributes of Effectively Managed Wastewater Collection Systems," a document that promotes good engineering practices essential to managing and operating separate sanitary collection systems.

December 1998 to January 2001

Wastewater Collection System Manager (Assistant Division Head) - Wastewater Collection Systems Division, Bureau of Sanitation, City of Los Angeles

Directed and managed the operation, maintenance, engineering and upgrade of the collection system and the wastewater pumping plants including collection system operation and maintenance, condition assessment, odor and corrosion control, and regulatory coordination and compliance. Utilizing the joint labor management process and a comprehensive task analysis, initiated a review and optimization of maintenance activities, prioritized core business activities, established and implemented productivity goals, redistributed staffing and equipment according to task analysis and priorities, initiated the development and implementation of collaborative benchmarking, initiated the development and the utilization of quality assurance plans and best practices, implemented performance and cost tracking measures, developed specific work plans and budget study areas for optimizing activities and achieving cost competitiveness. Led the Y-2K inspection and preparedness and the development and implementation of the contingency and emergency response plans. Managed the compliance various regulatory requirements and mandates including the accelerated and timely completion of \$650 million sewer relief projects, and the development and implementation of a comprehensive spill response and reporting procedure and spill volume estimation standards. Initiated the development and implementation of a grease control program including public outreach and coordination. Participated and represented the City in local, state and national technical and regulatory meetings and workshops.

Accomplishments

Led the City of Los Angeles' One Water program and the national One Water initiative

Led and developed a water resiliency report for the US as a federally appointed chair of the study group for the POTUS' National Infrastructure Advisory Council (NIAC)

Coauthored UNESCO's "Water, Megacities and Global Change" book

Developed & implemented Operation Healthy Streets, HOPE (Homeless Outreach Partnership Endeavor) & Clean Streets LA Programs

Successfully negotiated & implemented the 10-year Collection System Settlement Agreement

Reduced Sanitary Sewer Overflows by 85% & implemented State of Art Sewer Odor Control facilities

Implemented over \$3 Billion in capital infrastructure improvements and secured public support and approval of a 10-year financial plan and rate increase for the wastewater program

Led the development of the award winning Water Integrated Resources Plan (IRP)

Successfully implemented the award winning sewer grease control program

Developed and implemented Stormwater Low Impact Development Ordinance (LID)

Led the development of multi-benefit Green Stormwater Infrastructure Projects (Greenways) across the City

Successfully led the permit negotiations and development of the enhanced watershed management plans (EWMPs)

Streamlined and managed the contracting of over 400 Northridge earthquake sewer repair projects worth \$200 million

Developed and led the wet weather preparedness and response plan

Led a national collaborative and developed "Core Attributes of Effectively Managed Wastewater Collection Systems"

July 1996 to December 1998

Project Manager - Wastewater Engineering Services Division, Bureau of Sanitation, City of Los Angeles

Led and managed the activities of the wastewater collection system planning and operation group. This included the Collection System Advance Planning, Collection System Operational Planning, the Collection System Wet Weather Operation Planning and Response, Collection System Odor Control Planning and Support, Collection System project Identification and Prioritization (IPS), Collection System CIP Development Support and Coordination, Maintenance Hole Resetting program, Permanent Flow Monitoring, Sewer Flow Gauging Program, Sewer Closed Circuit Televising (CCTV) Program, Sewer Smoke Testing Program, Primary Sewer Condition Assessment Program, Hydraulic Deficiency Determination, Update and Enhancement of the Sewer Information and Maintenance Management System (SIMMS), Maintenance and Update of the Sewer S-Maps and the Sewer Inventory Database. Managed the execution of a \$6 Million contract for sewer condition assessment.

September 1993 to July 1996

Project Manager - Collection Systems Engineering Division, Bureau of Engineering, City of Los Angeles

Led, supervised and managed the activities of the wastewater collection system Operation Planning Group including all field support services. Developed and led the structural condition assessment program of major sewers. Managed the contracting and bid and award of more than 400 earthquake sewer repair projects worth more than \$200 million in construction cost. Led the construction management of a three-year citywide maintenance hole-raising contract. Participated in the post Northridge earthquake sewer damage assessment (>1,000 miles) and repairs including the re-engineering of the various project delivery processes. Streamlined the bid and award process for contracting sewer repair projects. Prepared and negotiated personal services contracts. Participated in the development of the Wastewater Program Monitoring and Control System (PMCS). Participated in the administrative and public briefings for the Collection System Program Wide EIR.

July 1994 to December 1998

Adjunct Professor - University of Phoenix

Instructed undergraduate students and graduate students in the fields of mathematics and project management.

July 1992 to September 1993

Project Engineer - Collection Systems Engineering Division, Bureau of Engineering, City of Los Angeles

Led, supervised and managed the collection system identification, prioritization and scheduling program of needed and proposed sewer improvement projects. Assessed and analyzed the operation of the major interceptor and outfall sewer system under various flow conditions. Led the development, implementation and evaluation of a sewer odor and corrosion control study utilizing the addition of nitrate. Performed physical inspection and assessed the structural condition of major sewers.

August 1991 to July 1992

Project Engineer- Wastewater Program Management Division, Bureau of Engineering, City of Los Angeles

Coordinated technical aspects of the wastewater collection system with various design divisions, design consultants, and other City agencies. Evaluated projects in terms of feasibility, constructability, implementation plan, processes and financing. Prepared collection system master plans and concept reports.

November 1989 to August 1991

Project Engineer - Wastewater Engineering Section of the Valley District Office, Bureau of Engineering, City of Los Angeles

Designed and reviewed construction plans of major sanitary sewers, including area planning for major sewer relief, determination of sewer needs for future developments, hydrologic and hydraulic studies and alternative analysis. Conducted preliminary investigations, cost estimates and scheduling of future projects. Prepared change orders for work to be performed during construction.

May 1985 to August 1989

Research Assistant, University of Houston - Civil Engineering Department, Houston, Texas

Lead the research and analysis of various engineering projects including Performance and Reliability Improvements in Large and Flat Water Distribution Systems, the effectiveness of elevated storage in water distribution systems, hydraulic performance of wastewater treatment plants and capacity analysis of sewer systems. Participated in the development and implementation of a hydraulic research laboratory. Assisted in the instruction of a number of engineering classes.



ERIC GARCETTI
MAYOR

September 5, 2018

Executive Employee Relations Committee (EERC)
c/o Rich Llewellyn, City Administrative Officer
Room 1500, City Hall East

Re: Salary for Executive Director, Bureau of Street Services: Adel Hagekhalil

In my separate letter dated August 24, 2018, I appointed Mr. Adel Hagekhalil as the permanent Executive Director, Bureau of Street Service.

I am recommending an annual salary in the amount of \$249,312.42 annually, for the Executive Director, Bureau of Street Services.

I request that the matter of the salary for the Executive Director, Bureau of Street Services, be scheduled in the EERC as soon as possible.

Your prompt consideration of this matter is appreciated.

Sincerely,

A handwritten signature in black ink, appearing to read 'E. Garcetti', with a horizontal line extending to the right.

ERIC GARCETTI
Mayor

EG:mm