



Board of Directors

# Report on Department Head 2025 Salary Survey

Board Meeting

Item 10-1

July 8, 2025

## Overview

# Department Head Salary Survey

- Review of process
- Market survey information
- Compensation options
- Board discussion and potential action

# Background

## Review of Process

- Determine job matches on the basis of:
  - Comparable work responsibilities and scope
  - Direct reporting relationship
  - Education and Experience requirements
  - Organization structure
- Valid comparison requires at least (3) matches

## Background

# Market Survey Information

- Annual Direct Report salary survey
  - General Manager
  - General Counsel
  - General Auditor
  - Ethics Officer
- Compares actual base salaries of incumbents
  - Bargaining unit comparisons measure salary range maximums
- Salaries measured against 75<sup>th</sup> percentile (+/-10%)

## Background

# MWD Uses Nine Comparator Agencies

Per Administrative Code, Section 6208(h)(2):

- County of Los Angeles
- East Bay Municipal Utility District
- Los Angeles Department of Water and Power
- Los Angeles Metropolitan Transportation Authority
- Orange County Water District
- San Diego County Water Authority
- San Francisco Public Utilities Commission
- Sanitation Districts of Los Angeles County
- State Department of Water Resources

# Market Data

## General Manager

Rank	Agency	Classification Title	Agency Actual Annual Salary	Percentage Differential
1	Los Angeles Department of Water and Power	General Manager	\$750,010	-51.52%
2	County of Los Angeles	Chief Executive Officer	\$630,813	-27.44%
3	<b>Metropolitan Water District of Southern California</b>	<b>General Manager</b>	<b>\$494,998</b>	
4	Los Angeles Metropolitan Transportation Authority	Chief Executive Officer	\$486,429	1.73%
5	San Francisco Public Utilities Commission	General Manager	\$467,077	5.64%
6	Sanitation Districts of Los Angeles County	Chief Engineer & General Manager	\$427,380	13.66%
7	San Diego County Water Authority	General Manager	\$421,200	14.91%
8	East Bay Municipal Utility District	General Manager	\$408,396	17.50%
9	Orange County Water District	General Manager	\$359,029	27.47%
10	State Department of Water Resources	No Response		

# Market Data Percentiles

## General Manager

	Comparator Agency	MWD Actual Salary	Differential as Dollar Amount	Percentage Differential
25th Percentile	\$417,999	\$494,998	\$76,999	15.56%
50th Percentile/ Median	\$447,229	\$494,998	\$47,769	9.65%
<b>75th Percentile</b>	<b>\$522,525</b>	<b>\$494,998</b>	<b>-\$27,527</b>	<b>-5.56%</b>
99th Percentile	\$750,010	\$494,998	-\$255,012	-51.52%

# General Counsel

## Market Data

Rank	Agency	Classification Title	Agency Actual Annual Salary	Percentage Differential
1	County of Los Angeles	County Counsel	\$489,193	-18.97%
2	Metropolitan Water District of Southern California	General Counsel	\$411,174	
3	San Diego County Water Authority	General Counsel	\$343,271	16.51%
4	Los Angeles Department of Water and Power	General Counsel	\$318,273	22.59%
5	East Bay Municipal Utility District	General Counsel	\$314,676	23.47%
6	State Department of Water Resources	No Response		
7	Los Angeles Metropolitan Transportation Authority	No Comparable Match		
8	Orange County Water District	No Comparable Match		
9	San Francisco Public Utilities Commission	No Comparable Match		
10	Sanitation Districts of Los Angeles County	No Comparable Match		



# General Counsel

## Market Data Percentiles

	Comparator Agency	MWD Actual Salary	Differential as Dollar Amount	Percentage Differential
25th Percentile	\$317,374	\$411,174	\$93,800	22.81%
50th Percentile/ Median	\$330,772	\$411,174	\$80,402	19.55%
<b>75th Percentile</b>	<b>\$379,752</b>	<b>\$411,174</b>	<b>\$31,422</b>	<b>7.64%</b>
99th Percentile	\$489,193	\$411,174	-\$78,019	-18.97%

# Market Data

## General Auditor

Rank	Agency	Classification Title	Agency Actual Annual Salary	Percentage Differential
1	County of Los Angeles	Auditor-Controller	\$361,762	-12.09%
2	Los Angeles Department of Water and Power	Principal Utility Accountant "A"	\$323,724	-0.30%
3	<b>Metropolitan Water District of Southern California</b>	<b>General Auditor</b>	<b>\$322,754</b>	
4	Los Angeles Metropolitan Transportation Authority	Deputy Chief Auditor	\$240,947	25.35%
5	East Bay Municipal Utility District	Internal Auditor Supervisor	\$212,616	34.12%
6	Orange County Water District	No Comparable Match		
7	San Diego County Water Authority	No Comparable Match		
8	San Francisco Public Utilities Commission	No Comparable Match		
9	Sanitation Districts of Los Angeles County	No Comparable Match		
10	State Department of Water Resources	No Response		

# General Auditor

## Market Data Percentiles

	Comparator Agency	MWD Actual Salary	Differential as Dollar Amount	Percentage Differential
25th Percentile	\$233,864	\$322,754	\$88,890	27.54%
50th Percentile/ Median	\$282,336	\$322,754	\$40,418	12.52%
<b>75th Percentile</b>	<b>\$333,234</b>	<b>\$322,754</b>	<b>-\$10,480</b>	<b>-3.25%</b>
99th Percentile	\$361,762	\$322,754	-\$39,008	-12.09%

# Market Data

## Ethics Officer

Rank	Agency	Classification Title	Agency Actual Annual Salary	Percentage Differential
1	Metropolitan Water District of Southern California	Ethics Officer	\$323,045	
2	Los Angeles Metropolitan Transportation Authority	Chief Ethics Officer	\$288,579	10.67%
3	County of Los Angeles	Executive Director, Countywide Equity Oversight Panel	\$238,789	26.08%
4	East Bay Municipal Utility District	No Comparable Match		
5	Los Angeles Department of Water and Power	No Comparable Match		
6	Orange County Water District	No Comparable Match		
7	San Diego County Water Authority	No Comparable Match		
8	San Francisco Public Utilities Commission	No Comparable Match		
9	Sanitation Districts of Los Angeles County	No Comparable Match		
10	State Department of Water Resources	No Comparable Match		

# Ethics Officer

## Market Data Percentiles

	Comparator Agency	MWD Actual Salary	Differential as Dollar Amount	Percentage Differential
25th Percentile	\$251,237	\$323,045	\$71,808	22.23%
50th Percentile/ Median	\$263,684	\$323,045	\$59,361	18.38%
<b>75th Percentile</b>	<b>\$276,132</b>	<b>\$323,045</b>	<b>\$46,913</b>	<b>14.52%</b>
99th Percentile	\$288,579	\$323,045	\$34,466	10.67%

- Valid comparison requires at least (3) matches

# Salary History

## Department Head Salary History

- Department Heads historically receive same COLA as bargaining unit employees

Classification Title	2020 Increase	2021 Increase	2022 Increase	2023 Increase	2024 Increase	2025 Increase
General Manager					Hired 2025	TBD
General Counsel	0%	3%	3%	3%	3%	TBD
General Auditor			Hired 2023	3%	3%	TBD
Ethics Officer	0%	3%	3% + 14% adjustment	3%	3%	TBD
Bargaining Unit Employees	3%	3%	3%	3%*	3%	4%

- At times, Department Heads have received merit increases and/or lump sum payments in addition to cost-of-living adjustment

# Salary History

# Department Head Merit Increase History

Classification Title	2020 Increase	2021 Increase	2022 Increase	2023 Increase	2024 Increase
General Manager					Hired 2025
General Counsel	0%	7%	0%	5%	0%
General Auditor			Hired 2023	0%	8.65%
Ethics Officer	0%	10%	0%	5%	0%

# Board Discussion

## Compensation Options:

- Based on a completed evaluation, Board has the authority to provide:
  - Cost of living adjustment
  - % Merit increase based on performance
  - Lump sum based on performance

*Changes are retroactive to first pay period of July 2025.*



