



Board of Directors

Consider Authorizing Cost of Living Adjustments and Merit Increases for the Department Heads

Board Meeting
Item 10-1 and 10-2
August 19, 2025

Overview

Department Head Salary Considerations

- Review of Market Competitiveness
- Discussion on COLA
- Discussion on Merit-Based Increase

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	Metropolitan Water District of Southern California	General Manager	*\$514,798	
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		

*Updated to reflect General Manager's new salary with COLA applied.

Market Data Percentiles

General Manager

	Comparator Agency	MWD Actual Salary	Differential as Dollar Amount	Percentage Differential
25th Percentile	\$417,999	\$514,798	\$96,799	18.80%
50th Percentile/ Median	\$447,229	\$514,798	\$67,569	13.13%
75th Percentile	\$522,525	\$514,798	-\$7,727	-1.50%
99th Percentile	\$750,010	\$514,798	-\$235,212	-45.69%

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%
75th Percentile	\$379,752	\$411,174	\$31,422	7.64%
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	Metropolitan Water District of Southern California	General Auditor	\$322,754	
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%
75th Percentile	\$333,234	\$322,754	-\$10,480	-3.25%
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%
75th Percentile	\$276,132	\$323,045	\$46,913	14.52%
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	4%
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 bonus based on performance

Changes are retroactive to first pay period of July 2025.

Board Discussion

Compensation Options: COLA

Classification Title	Current Annual	4% COLA
General Manager	*\$514,798	
General Counsel	\$411,174	\$427,621
General Auditor	\$322,754	\$335,663
Ethics Officer	\$323,045	\$335,966

*General Manager has already received the 4% COLA per his employment contract.

Changes are retroactive to first pay period of July 2025.

Board Discussion

Compensation Options: Merit

Classification Title	Annual With COLA	Merit 2.75%	Merit 5.5%	Merit 8.25%
General Manager	\$514,798	\$528,955	\$543,112	\$557,269
General Counsel	\$427,621	\$439,380	\$451,140	\$462,900
General Auditor	\$335,663	\$344,894	\$354,125	\$363,356
Ethics Officer	\$335,966	\$345,205	\$354,444	\$363,683

Changes are retroactive to first pay period of July 2025.

