



Board of Directors

Update on Comparator Agencies for Department Head 2024 Salary Survey

Ethics, Organization, and Personnel Committee

Item 6b

June 11, 2024

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Update of
Comparator
Agencies for
Department Head
2024 Salary Survey

Subject

Update on the comparator agencies used for the Department Head 2024 salary survey

Purpose

Overview of the salary survey process and agencies we use to compare against. Provide information on other agencies to potentially include in the salary survey and seek Board guidance

Background Current Process

Current Comparator Agencies

Per Administrative Code, Section 6208(h)(2) and in use since 2004:

- 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

Background

Current Process

Market Competitiveness

- Annual Direct Report salary survey
 - General Manager
 - General Counsel
 - General Auditor
 - Ethics Officer
- Compares actual base salaries
- Salaries measured against 75th percentile (+/-10%)

Option
Revised Agency
List

Comparator Agencies for Consideration

Eleven Agencies

- Alameda County Water District (New)
- Central Arizona Project (New)
- Contra Costa Water District (New)
- East Bay Municipal Utility District
- Los Angeles Department of Water and Power
- San Diego County Water Authority
- San Francisco Public Utilities Commission
- Sanitation Districts of Los Angeles County
- Santa Clara Valley Water District (New)
- Southern Nevada Water Authority (New)
- Zone 7 Water Agency (New)

Options

Compensation Options

- Market data adjustment
- Alignment to MWD negotiated MOUs with employees:
 - Cost of living adjustment – FY 24/25 = 3%
 - Merit step increase based on performance, up to salary range maximum (2.75% to 11%)

Discussion

Committee Discussion

