



● Board of Directors

5/12/2026 Board Meeting

10-1

Subject

Report on Department Head Salary Survey

Executive Summary

Annually, the Board of Directors completes the performance evaluations of the four (4) Department Head positions, General Manager, General Counsel, General Auditor, and Ethics Officer. As part of this process, the Board determines what salary adjustments will be authorized, if any. These salary adjustments can include a merit increase, cost-of-living adjustment, and/or bonus. This report and companion presentation provide related information for Board consideration in determining what salary adjustments it will authorize.

Fiscal Impact

Fiscal impact will be dependent on what the Board authorizes.

Applicable Policy

Administrative Code Section 6208: Pay Rate Administration

Administrative Code Section 6210: Employee Evaluation

Related Board Action(s)/Future Action(s)

Board to make decisions on related compensation adjustments for the four Department Heads as applicable.

Details and Background

Background

Annually, Human Resources conducts a market analysis of the four (4) Department Head positions: General Manager, General Counsel, General Auditor, and Ethics Officer. Base salary information for peer-level positions is gathered from the nine (9) comparator agencies listed in Administrative Code Section 6208(h)(2), which include:

- County of Los Angeles
- East Bay Municipal Utility District
- Los Angeles Metropolitan Transportation Authority
- Los Angeles County Sanitation District
- Los Angeles Department of Water and Power
- Orange County Water District
- San Diego County Water Authority

- San Francisco Public Utilities Commission
- State Department of Water Resources

The purpose of this data is to aid the Board of Directors in their decisions to provide Department Heads with a compensation adjustment that can include a merit increase, cost-of-living adjustment, and/or bonus. Additional items for consideration by the Board of Directors include internal salary structures, including potential or existing compression and overall performance evaluation of the Department Heads.

The Administrative Code states that “pay rates for Department Heads shall be individually fixed by the Board.” It further states that the Board will “review each Department Head’s salary and compensation after determining an overall performance rating for each Department Head, and make adjustments as appropriate, if any.” Any changes to the pay rate are to be effective at the beginning of the pay period that includes July 1, 2026.



Mark Brower
Human Resources Group Manager

4/28/2026
Date



Shivaji Deshmukh
General Manager

4/28/2026
Date