



Board of Directors

Report on Department Head 2024 Salary Survey

Board Meeting
Item 10-1
August 20, 2024

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 75th percentile (+/-10%)

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

Background

Background

Additional Comparator Agencies

Additional agencies considered for the General Manager, General Counsel, and General Auditor:

- Alameda County Water District
- Central Arizona Project
- Contra Costa Water District
- Las Vegas Valley Water District & Southern Nevada Water Authority
- Municipal Water District of Orange County
- Santa Clara Valley Water District
- Zone 7 Water Agency

Background

Additional Comparator Agencies

Additional agencies considered for the Ethics Officer

- County of San Diego
- Oakland City Ethics Commission
- San Diego City Ethics Commission
- San Francisco City Ethics Commission

General Manager

Market Data

Rank	Agency	Classification Title	Agency Actual Annual Salary	Percentage Differential
1	Los Angeles Department of Water and Power	General Manager	\$750,010	-48.83%
2	County of Los Angeles	Chief Executive Officer	\$593,162	-17.70%
3	Metropolitan Water District of Southern California	General Manager	\$503,942	
4	<u>Santa Clara Valley Water District</u>	Chief Executive Officer	\$497,952	1.19%
5	Los Angeles Metropolitan Transportation Authority	Chief Executive Officer	\$457,808	9.15%
6	San Francisco Public Utilities Commission	General Manager	\$453,388	10.03%
7	<u>Central Arizona Project</u>	General Manager	\$450,000	10.70%
8	Sanitation Districts of Los Angeles County	Chief Engineer & General Manager	\$427,380	15.19%
9	East Bay Municipal Utility District	General Manager	\$408,396	18.96%
10	San Diego County Water Authority	General Manager	\$390,000	22.61%
11	<u>Zone 7 Water Agency</u>	General Manager	\$352,810	29.99%
12	<u>Contra Costa Water District</u>	General Manager	\$326,144	35.28%
13	<u>Municipal Water District of Orange County</u>	General Manager	\$325,000	35.51%
14	<u>Alameda County Water District</u>	General Manager	\$323,186	35.87%
15	Orange County Water District	General Manager	\$320,361	36.43%
16	<u>Las Vegas Valley Water District & Southern Nevada Water Authority Combined Services and Management</u>	General Manager	\$215,512	57.23%
	State Department of Water Resources	No Response		

General Manager

Market Data Percentiles

	Comparator Agency Actual Salary	MWD Actual Salary	Differential as Dollar Amount	Percentage Differential
25th Percentile	\$325,572	\$503,942	\$178,370	35.39%
50th Percentile/ Median	\$408,396	\$503,942	\$95,546	18.96%
75th Percentile	\$455,598	\$503,942	\$48,344	9.59%
99th Percentile	\$750,010	\$503,942	-\$246,068	-48.83%

General Counsel

Market Data

Rank	Agency	Classification Title	Agency Actual Annual Salary	Percentage Differential
1	County of Los Angeles	County Counsel	\$461,115	-15.51%
2	Metropolitan Water District of Southern California	General Counsel	\$399,194	
3	<u>Santa Clara Valley Water District</u>	District Counsel	\$395,678	0.88%
4	<u>Central Arizona Project</u>	General Counsel	\$349,400	12.47%
5	San Diego County Water Authority	General Counsel	\$320,812	19.63%
6	<u>Zone 7 Water Agency</u>	General Counsel	\$317,562	20.45%
7	East Bay Municipal Utility District	General Counsel	\$314,676	21.17%
8	Los Angeles Department of Water and Power	General Counsel	\$302,947	24.11%
9	<u>Las Vegas Valley Water District & Southern Nevada Water Authority Combined Services and Management</u>	General Counsel	\$215,512	46.01%
	State Department of Water Resources	No Response		
	Los Angeles Metropolitan Transportation Authority	No Comparable Match		
	Orange County Water District	No Comparable Match		
	San Francisco Public Utilities Commission	No Comparable Match		
	Sanitation Districts of Los Angeles County	No Comparable Match		
	<u>Alameda County Water District</u>	No Comparable Match		
	<u>Contra Costa Water District</u>	No Comparable Match		
	<u>Municipal Water District of Orange County</u>	No Comparable Match		

General Counsel

Market Data Percentiles

	Comparator Agency Actual Salary	MWD Actual Salary	Differential as Dollar Amount	Percentage Differential
25th Percentile	\$311,744	\$399,194	\$87,450	21.91%
50th Percentile/ Median	\$319,187	\$399,194	\$80,007	20.04%
75th Percentile	\$360,970	\$399,194	\$38,224	9.58%
99th Percentile	\$461,115	\$399,194	-\$61,921	-15.51%

General Auditor

Market Data

Rank	Agency	Classification Title	Agency Actual Annual Salary	Percentage Differential
1	County of Los Angeles	Auditor-Controller	\$345,196	-19.69%
2	Metropolitan Water District of Southern California	General Auditor	\$288,413	
3	Los Angeles Department of Water and Power	Principal Utility Accountant "A"	\$283,321	1.77%
4	East Bay Municipal Utility District	Internal Auditor Supervisor	\$212,616	26.28%
5	Los Angeles Metropolitan Transportation Authority	Executive Officer, Administration	\$210,122	27.15%
6	<u>Central Arizona Project</u>	Manager Internal Audit	\$181,600	37.03%
7	Sanitation Districts of Los Angeles County	Supervising Internal Auditor	\$160,980	44.18%
8	<u>Las Vegas Valley Water District & Southern Nevada Water Authority Combined Services and Management</u>	Principal Auditor	\$150,567	47.79%
	State Department of Water Resources	No Response		
	Orange County Water District	No Comparable Match		
	San Diego County Water Authority	No Comparable Match		
	San Francisco Public Utilities Commission	No Comparable Match		
	<u>Alameda County Water District</u>	No Comparable Match		
	<u>Contra Costa Water District</u>	No Comparable Match		
	<u>Municipal Water District of Orange County</u>	No Comparable Match		
	<u>Santa Clara Valley Water District</u>	No Comparable Match		
	<u>Zone 7 Water Agency</u>	No Comparable Match		

General Auditor

Market Data Percentiles

	Comparator Agency Actual Salary	MWD Actual Salary	Differential as Dollar Amount	Percentage Differential
25th Percentile	\$210,122	\$288,413	\$78,291	27.15%
50th Percentile/ Median	\$212,616	\$288,413	\$75,797	26.28%
75th Percentile	\$283,321	\$288,413	\$5,092	1.77%
99th Percentile	\$345,196	\$288,413	-\$56,783	-19.69%

Ethics Officer

Market Data

Rank	Agency	Classification Title	Agency Actual Annual Salary	Percentage Differential
1	Metropolitan Water District of Southern California	Ethics Officer	\$313,643	
2	<u>County of San Diego</u>	Director, Office of Ethics, Compliance & Labor Standards	\$288,850	7.90%
3	Los Angeles Metropolitan Transportation Authority	Chief Ethics Officer	\$278,221	11.29%
4	<u>San Francisco City Ethics Commission</u>	Executive Director, Ethics Commission (Department Head II classification)	\$250,744	20.05%
5	<u>San Diego City Ethics Commission</u>	Executive Director, Ethics Commission	\$241,520	23.00%
6	<u>Oakland City Ethics Commission</u>	Executive Director, Public Ethics Commission	\$234,322	25.29%
7	County of Los Angeles	Executive Director, Countywide Equity Oversight Panel	\$225,083	28.24%
	East Bay Municipal Utility District	No Comparable Match		
	Los Angeles Department of Water and Power	No Comparable Match		
	Orange County Water District	No Comparable Match		
	San Diego County Water Authority	No Comparable Match		
	San Francisco Public Utilities Commission	No Comparable Match		
	Sanitation Districts of Los Angeles County	No Comparable Match		
	State Department of Water Resources	No Comparable Match		

Ethics Officer

Market Data Percentiles

	Comparator Agency Actual Salary	MWD Actual Salary	Differential as Dollar Amount	Percentage Differential
25th Percentile	\$236,122	\$313,643	\$77,522	24.72%
50th Percentile/ Median	\$246,132	\$313,643	\$67,511	21.52%
75th Percentile	\$271,352	\$313,643	\$42,291	13.48%
99th Percentile	\$288,850	\$313,643	\$24,793	7.90%

Salary History

Department Head Salary History

- Department Heads historically receive same COLA as bargaining unit employees

Classification Title	2019 Increase	2020 Increase	2021 Increase	2022 Increase	2023 Increase	2024 Increase
General Manager			Hired in 2021	3% + 8.75% adjustment	3%	TBD
General Counsel	3%	0%	3%	3%	3%	TBD
General Auditor				Hired 2023	3%	TBD
Ethics Officer	Hired in 2019	0%	3%	3% + 14% adjustment	3%	TBD
Bargaining Unit Employees	3%	3%	3%	3%	3%	3%

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

Department Head Merit Increase History

Salary History

Classification Title	2019 Increase	2020 Increase	2021 Increase	2022 Increase	2023 Increase
General Manager			Hired 2021	4%	5%
General Counsel	3.5%	0%	7%	0%	5%
General Auditor				Hired 2023	0%
Ethics Officer	Hired 2019	0%	10%	0%	5%

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 2024.

