



Board of Directors

# Report on Department Head Salary Survey

Item 10-1

May 12, 2026

Presented by: Brandon Patrick

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# Report on Department Head Salary Survey

## Subject

Report on Department Head Salary Survey

## Purpose

Salary survey for the four Department Head's annual performance evaluation process

## Overview

# Department Head Salary Survey

- Review of process
- Market survey information
  - MWD is a public agency, therefore we use other public agencies as comparators.
- 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%)

# 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

# General Manager

## Market Data

Rank	Agency	Classification Title	Agency Actual Annual Salary	Percentage Differential
1	Los Angeles Department of Water and Power	General Manager	\$626,275	-26.51%
2	Los Angeles Metropolitan Transportation Authority	Chief Executive Officer	\$540,176	-9.12%
3	<b>Metropolitan Water District of Southern California</b>	<b>General Manager</b>	<b>\$495,040</b>	
4	San Francisco Public Utilities Commission	General Manager	\$483,613	2.31%
5	County of Los Angeles	Chief Executive Officer - Interim	\$471,959	4.66%
6	San Diego County Water Authority	General Manager	\$442,270	10.66%
7	Sanitation Districts of Los Angeles County	Chief Engineer & General Manager	\$440,400	11.04%
8	East Bay Municipal Utility District	General Manager	\$432,816	12.57%
9	Orange County Water District	General Manager	\$391,342	20.95%
10	State Department of Water Resources	Director	\$245,288	50.45%

# General Manager

## Market Data Percentiles

	Comparator Agency	MWD Actual Salary	Differential as Dollar Amount	Percentage Differential
25th Percentile	\$432,816	\$495,040	\$62,224	12.57%
50th Percentile/ Median	\$442,270	\$495,040	\$52,770	10.66%
<b>75th Percentile</b>	<b>\$483,613</b>	<b>\$495,040</b>	<b>\$11,427</b>	<b>2.31%</b>
99th Percentile	\$626,275	\$495,040	-\$131,235	-26.51%

# General Counsel

## Market Data

Rank	Agency	Classification Title	Agency Actual Annual Salary	Percentage Differential
1	County of Los Angeles	County Counsel	\$489,193	-14.40%
<b>2</b>	<b>Metropolitan Water District of Southern California</b>	<b>General Counsel</b>	<b>\$427,627</b>	
3	San Diego County Water Authority	General Counsel	\$360,434	15.71%
4	East Bay Municipal Utility District	General Counsel	\$333,492	22.01%
5	Los Angeles Department of Water and Power	General Counsel	\$331,198	22.55%
6	State Department of Water Resources	Chief Counsel	\$233,460	45.41%
7	Los Angeles Metropolitan Transportation Authority	Provided by County of Los Angeles		
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	\$331,198	\$427,627	\$96,429	22.55%
50th Percentile/ Median	\$333,492	\$427,627	\$94,135	22.01%
<b>75th Percentile</b>	<b>\$360,434</b>	<b>\$427,627</b>	<b>\$67,193</b>	<b>15.71%</b>
99th Percentile	\$489,193	\$427,627	-\$61,566	-14.40%

# General Auditor

## Market Data

Rank	Agency	Classification Title	Agency Actual Annual Salary	Percentage Differential
1	County of Los Angeles	Auditor-Controller	\$361,762	-4.38%
2	<b>Metropolitan Water District of Southern California</b>	<b>General Auditor</b>	<b>\$346,570</b>	
3	Los Angeles Department of Water and Power	Principal Utility Accountant "A"	\$323,806	3.97%
4	Los Angeles Metropolitan Transportation Authority	Deputy Chief Auditor	\$248,186	28.39%
5	East Bay Municipal Utility District	Internal Auditor Supervisor	\$227,592	34.33%
6	State Department of Water Resources	Supervising Management Auditor	\$143,748	58.52%
7	Orange County Water District	No Comparable Match		
8	San Diego County Water Authority	No Comparable Match		
9	San Francisco Public Utilities Commission	No Comparable Match		
10	Sanitation Districts of Los Angeles County	No Comparable Match		

# General Auditor

## Market Data Percentiles

	Comparator Agency	MWD Actual Salary	Differential as Dollar Amount	Percentage Differential
25th Percentile	\$227,592	\$346,570	\$118,978	34.33%
50th Percentile/ Median	\$248,186	\$346,570	\$98,384	28.39%
<b>75th Percentile</b>	<b>\$332,806</b>	<b>\$346,570</b>	<b>\$13,764</b>	<b>3.97%</b>
99th Percentile	\$361,762	\$346,570	-\$15,192	-4.38%

# Ethics Officer

## Market Data

Rank	Agency	Classification Title	Agency Actual Annual Salary	Percentage Differential
1	Metropolitan Water District of Southern California	Ethics Officer	\$335,962	
2	Los Angeles Metropolitan Transportation Authority	Chief Ethics Officer	\$303,014	9.81%
3	County of Los Angeles	Executive Director, Countywide Equity Oversight Panel	\$238,789	28.92%
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	\$254,845	\$335,962	\$81,117	24.14%
50th Percentile/ Median	\$270,902	\$335,962	\$65,060	19.37%
<b>75th Percentile</b>	<b>\$286,958</b>	<b>\$335,962</b>	<b>\$49,004</b>	<b>14.59%</b>
99th Percentile	\$303,014	\$335,962	\$32,948	9.81%

- 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
General Counsel	0%	3%	3%	3%	3%	4%
General Auditor			Hired 2023	3%	3%	4%
Ethics Officer	0%	3%	3% + 14% adjustment	3%	3%	4%
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

# Department Head Merit Increase History

## Salary History

Classification Title	2020 Increase	2021 Increase	2022 Increase	2023 Increase	2024 Increase	2025 Increase
General Manager						Hired 2025
General Counsel	0%	7%	0%	5%	0%	*0%
General Auditor			Hired 2023	0%	8.65%	3.25%
Ethics Officer	0%	10%	0%	5%	0%	0%

\*A \$15,000 lump sum amount was provided to the General Counsel based on Performance.

# 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 effective first pay period of July 2026.*

