



Special Board Meeting

# Report on Department Head 2022 Salary Survey

Item 6-2

December 12, 2022

# 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 75<sup>th</sup> percentile (+/- 10%)

## Background

# MWD Uses Nine 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

# Market Data

## General Manager

Rank	Agency	Classification Title	Agency Actual Annual Salary	Percentage Differential
1	County of Los Angeles	Chief Executive Officer	\$514,531	-28.63%
2	San Francisco Public Utilities Commission	General Manager	\$417,820	-4.45%
3	Los Angeles Department of Water and Power	General Manager & Chief Engineer	\$400,019	0.00%
4	<b>Metropolitan Water District of Southern California</b>	<b>General Manager</b>	<b>\$400,005</b>	
5	Los Angeles Metropolitan Transportation Authority	Chief Executive Officer	\$400,005	0.00%
6	Sanitation Districts of Los Angeles County	Chief Engineer & General Manager	\$398,640	0.34%
7	San Diego County Water Authority	General Manager	\$336,810	15.80%
8	East Bay Municipal Utility District	General Manager	\$324,444	18.89%
9	Orange County Water District	General Manager	\$308,022	23.00%
10	State Department of Water Resources	Director	\$224,473	43.88%

# General Manager

## Market Data

	Comparator Agency Actual Salary	MWD Actual Salary	Differential as Dollar Amount	Percentage Differential
25th Percentile	\$324,444	\$400,005	\$75,561	18.89%
50th Percentile/ Median	\$398,640	\$400,005	\$1,365	0.34%
<b>75th Percentile</b>	<b>\$400,019</b>	<b>\$400,005</b>	<b>-\$14</b>	<b>0.00%</b>
99th Percentile	\$514,531	\$400,005	-\$114,526	-28.63%

# Market Data

## General Counsel

Rank	Agency	Classification Title	Agency Actual Annual Salary	Percentage Differential
1	County of Los Angeles	County Counsel	\$382,594	-6.76%
2	<b>Metropolitan Water District of Southern California</b>	<b>General Counsel</b>	<b>\$358,363</b>	
3	Los Angeles Department of Water and Power	General Counsel	\$274,468	23.41%
4	East Bay Municipal Utility District	General Counsel	\$267,348	25.40%
5	San Diego County Water Authority	General Counsel	\$265,380	25.95%
6	State Department of Water Resources	Chief Counsel	\$213,648	40.38%
	Sanitation Districts of Los Angeles County	No Comparable Match		
	Los Angeles Metropolitan Transportation Authority	No Comparable Match		
	Orange County Water District	No Comparable Match		
	San Francisco Public Utilities Commission	No Comparable Match		



# General Counsel

## Market Data

	Comparator Agency Actual Salary	MWD Actual Salary	Differential as Dollar Amount	Percentage Differential
25th Percentile	\$265,380	\$358,363	\$92,983	25.95%
50th Percentile/ Median	\$267,348	\$358,363	\$91,015	25.40%
<b>75th Percentile</b>	<b>\$274,468</b>	<b>\$358,363</b>	<b>\$83,895</b>	<b>23.41%</b>
99th Percentile	\$382,594	\$358,363	-\$24,231	-6.76%

# Market Data

## Ethics Officer

Rank	Agency	Classification Title	Agency Actual Annual Salary	Percentage Differential
1	Los Angeles Metropolitan Transportation Authority	Chief Ethics Officer	\$247,811	-0.33%
2	<b>Metropolitan Water District of Southern California</b>	<b>Ethics Officer</b>	<b>\$247,000</b>	
	East Bay Municipal Utility District	No Comparable Match		
	San Diego County Water Authority	No Comparable Match		
	Los Angeles Department of Water and Power	No Comparable Match		
	State Department of Water Resources	No Comparable Match		
	Sanitation Districts of Los Angeles County	No Comparable Match		
	San Francisco Public Utilities Commission	No Comparable Match		
	County of Los Angeles	No Comparable Match		
	Orange County Water District	No Comparable Match		

# Options

## Compensation Options

- Board has the authority to provide:
  - Cost of living adjustment
  - % Merit increase based on performance
  - Lump sum based on performance
- Bargaining unit employees compensated per negotiated MOUs:
  - Cost of living adjustment
  - Merit step increase based on performance, up to salary range maximum (2.75% to 11%)

## Salary History

# Department Head Salary History

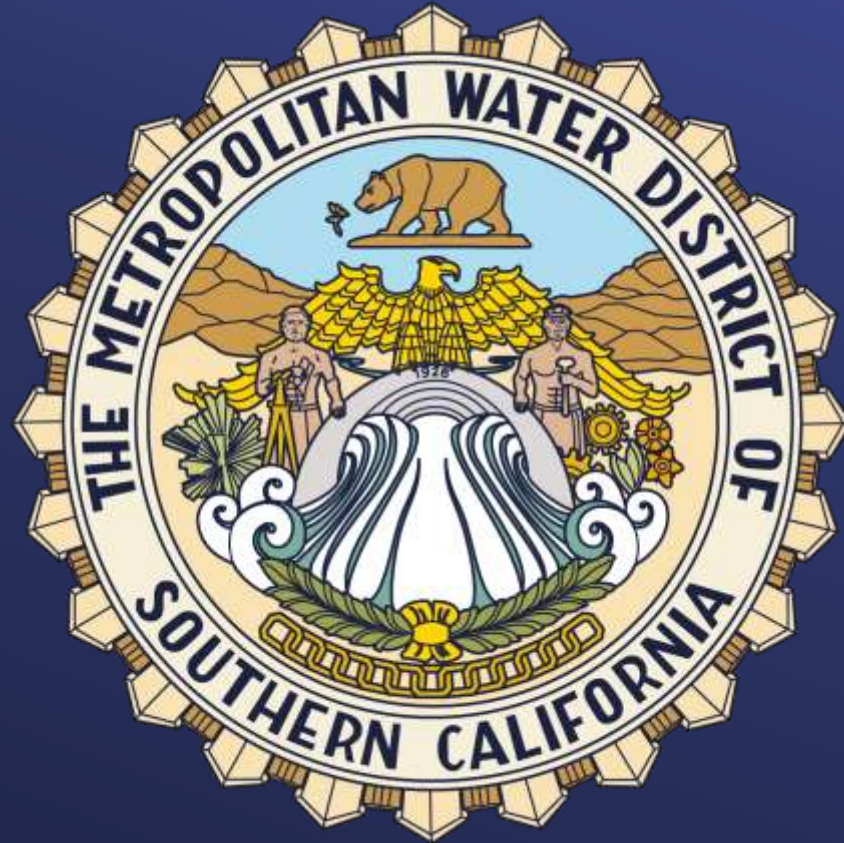
- Department Heads historically receive same COLA as bargaining unit employees

Classification Title	2016 Increase	2017 Increase	2018 Increase	2019 Increase	2020 Increase	2021 Increase
General Manager						Hired in 2021
General Counsel	1.5%	3%	3%	3%	0%	3%
Ethics Officer				Hired in 2019	0%	3%
Bargaining Unit Employees	1.5%	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

Discussion

# Board Discussion and Potential Action



# Department Head Merit Increase History

## Salary History

Classification Title	2016 Increase	2017 Increase	2018 Increase	2019 Increase	2020 Increase	2021 Increase
General Manager						Hired in 2021
General Counsel	0%	3%	3%	3.5%	0%	7%
Ethics Officer				Hired in 2019	0%	10%