

# The Metropolitan Water District of Southern California

# Agenda

The mission of the Metropolitan Water District of Southern California is to provide its service area with adequate and reliable supplies of high-quality water to meet present and future needs in an environmentally and economically responsible way.

## Special Board Meeting - Final

December 12, 2022

9:00 AM

Monday, December 12, 2022 Meeting Schedule
09:00 a.m. Sp BOD 10:00 a.m. F&I 11:00 a.m. OP&T 12:00 p.m. A&E 12:30 p.m. E&O 02:00 p.m. IW 03:00 p.m. WP&S

Live streaming is available for all board and committee meetings on [mwdh2o.com](http://mwdh2o.com)  
([Click Here](#))

A listen only phone line is also available at 1-877-853-5257; enter meeting ID: 831 5177 2466. Members of the public may present their comments to the Board on matters within their jurisdiction as listed on the agenda via in-person or teleconference. To participate via teleconference (833) 548-0276 and enter meeting ID: 815 2066 4276.

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MWD Headquarters Building - 700 N. Alameda Street - Los Angeles, CA 90012

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1. Call to Order
2. Roll Call
3. Determination of a Quorum
4. Opportunity for members of the public to address the Board limited to the items listed on agenda. (As required by Gov. Code § 54954.3(a))

**\*\* CONSENT CALENDAR ITEMS -- ACTION \*\***

**5. CONSENT CALENDAR OTHER ITEMS - ACTION**

- A. Adopt resolution to continue remote teleconference meetings pursuant to the Brown Act Section 54953(e) for meetings of Metropolitan's legislative bodies for a period of 30 days; the General Manager has determined that this proposed action is exempt or otherwise not subject to CEQA

[21-1696](#)

**Attachments:** [12132022 Sp BOD 5A Report](#)

**\*\* END OF CONSENT CALENDAR ITEMS \*\***

**6. OTHER MATTERS AND REPORTS**

**6-1** Department Head Performance Evaluations [Public Employees' performance evaluations; General Manager, General Counsel, and Ethics Officer; to be heard in closed session pursuant to Gov. Code 54957.] [21-1768](#)

**6-2** Report on Department Head 2022 Salary Survey [21-1769](#)

**Attachments:** [12122022 Sp BOD 6-2 Presentation](#)

**6-3** Discuss and Approve Compensation Recommendations for General Manager, General Counsel, and Ethics Officer [21-1770](#)

**7. FOLLOW-UP ITEMS**

NONE

**8. FUTURE AGENDA ITEMS**

**9. ADJOURNMENT**

**NOTE:**

Each agenda item with a committee designation will be considered and a recommendation may be made by one or more committees prior to consideration and final action by the full Board of Directors. The committee designation appears in parenthesis at the end of the description of the agenda item e.g. (E&O). Committee agendas may be obtained from the Executive Secretary.

Requests for a disability related modification or accommodation, including auxiliary aids or services, in order to attend or participate in a meeting should be made to the Executive Secretary in advance of the meeting to ensure availability of the requested service or accommodation.

THE METROPOLITAN WATER DISTRICT  
OF SOUTHERN CALIFORNIA

RESOLUTION NO. XXXX

**RESOLUTION OF THE BOARD OF DIRECTORS OF  
THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA  
RELYING ON GOVERNOR NEWSOM’S MARCH 4, 2020 PROCLAMATION OF A  
STATE OF EMERGENCY  
AND AUTHORIZING REMOTE TELECONFERENCE MEETINGS OF THE  
LEGISLATIVE BODIES OF THE METROPOLITAN WATER DISTRICT OF  
SOUTHERN CALIFORNIA FOR THE PERIOD OF 30 DAYS FROM  
DECEMBER 12, 2022 TO JANUARY 11, 2023 PURSUANT TO BROWN ACT  
PROVISIONS**

WHEREAS, The Metropolitan Water District of Southern California (“Metropolitan”) is committed to preserving and nurturing public access and participation in meetings of its legislative bodies; and

WHEREAS, all meetings of Metropolitan’s legislative bodies are open and public, as required by the Ralph M. Brown Act (Cal. Gov’t Code Sections 54950 – 54963), so that any member of the public may attend, participate, and watch the Metropolitan’s legislative bodies conduct their business; and

WHEREAS, the Brown Act, Government Code Section 54953(e), makes provisions for remote teleconferencing participation in meetings by members of a legislative body, without compliance with the requirements of Government Code Section 54953(b)(3), subject to the existence of certain conditions; and

WHEREAS, a required condition is that a state of emergency is declared by the Governor pursuant to Government Code Section 8625, proclaiming the existence of conditions of disaster or of extreme peril to the safety of persons and property within the state caused by conditions as described in Government Code Section 8558; and

WHEREAS, a proclamation is made when there is an actual incident, threat of disaster, or extreme peril to the safety of persons and property within the jurisdictions that are within Metropolitan’s boundaries, caused by natural, technological, or human-caused disasters; and

WHEREAS, it is further required that state or local officials have imposed or recommended measures to promote social distancing, or, the legislative body meeting in person would present imminent risks to the health and safety of attendees; and

WHEREAS, such conditions now persist at Metropolitan, specifically, Governor Newsom’s March 4, 2020 Proclamation of A State of Emergency caused by the COVID-19 pandemic; and

WHEREAS, state or local officials continue to impose or recommend measures to promote social distancing and/or as a result of the emergency meeting in person would present imminent risks to the health or safety of attendees; and

WHEREAS, as a consequence of the state of emergency, the Board of Directors does hereby find that the legislative bodies of Metropolitan shall conduct their meetings without compliance with paragraph (3) of subdivision (b) of Government Code Section 54953, as authorized by subdivision (e) of Section 54953, and that such legislative bodies shall continue to comply with the requirements to provide the public with access to the meetings as prescribed in paragraph (2) of subdivision (e) of Section 54953; and

WHEREAS, Metropolitan is providing call-in telephonic and in person access for the public to make comment and to listen; and providing livestreaming of the meetings over the internet to ensure access for the public.

NOW, THEREFORE, the Metropolitan Board of Directors does hereby resolve as follows:

**Section 1. Recitals.** The Recitals set forth above are true and correct and are incorporated into this Resolution by this reference.

**Section 2. Governor's Proclamation of a State of Emergency.** The Board of Directors hereby relies on the Governor of the State of California's Proclamation of State of Emergency, effective as of its issuance date of March 4, 2020.

**Section 3. Meeting in Person would Present Imminent Risks to the Health and Safety of Attendees and/or State or Local Officials Continue to Impose or Recommend Measures to Promote Social Distancing.** The Board of Directors hereby determines by majority vote that meeting in person would present imminent risks to the health and safety of the attendees and/or state or local officials continue to impose or recommend measures to promote social distancing.

**Section 4. Remote Teleconference Meetings.** The General Manager and legislative bodies of Metropolitan are hereby authorized and directed to take all actions necessary to carry out the intent and purpose of this Resolution, including conducting open and public meetings in accordance with Government Code Section 54953(e) and other applicable provisions of the Brown Act.

**Section 5. Effective Date of Resolution.** This Resolution shall take effect immediately upon its adoption and shall be effective until the earlier of (i) January 11, 2023, or such time the Board of Directors adopts a subsequent resolution in accordance with Government Code Section 54953(e)(3) to extend the time during which the legislative bodies of Metropolitan may continue to teleconference without compliance with paragraph (3) of subdivision (b) of Section 54953.

I HEREBY CERTIFY that the foregoing is a full, true, and correct copy of a resolution adopted by the Board of Directors of The Metropolitan Water District of Southern California at its meeting held on December 12, 2022.

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Secretary of the Board of Directors of  
The Metropolitan Water District  
of Southern California



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%