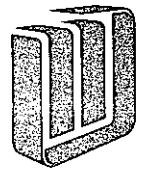


APPROVED  
by the Board of Directors of  
The Metropolitan Water District  
of Southern California  
at its meeting held

JUL 14 1992

*[Handwritten Signature]*  
EXECUTIVE SECRETARY



**MWD**

METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

June 24, 1992

To: Board of Directors (Organization & Personnel Committee--Action)  
From: Chairman, Organization and Personnel Committee  
Subject: Salary and Compensation Adjustments for Department Heads

Report

Pursuant to Administrative Code Section 6208(b), flat rate salaries for department heads shall be fixed by the District's Board of Directors. Each June, the Special Committee on Department Head Compensation is required by Administrative Code Section 2561 to make a recommendation to the Organization and Personnel Committee concerning the salary and other compensation to be provided to Metropolitan's three department heads: General Manager, General Counsel, and Auditor. The Organization and Personnel Committee, in turn, annually recommends to the Board changes in salary and compensation for the department heads to take effect at the start of the payroll period beginning nearest to July 1. Changes in salaries and other compensation for department heads authorized by Section 6208(b) include consideration of annual merit increases.

After several meetings of the Special Committee on Department Head Compensation and the Organization and Personnel Committee to discuss this matter, it was recommended at the special meeting of the Organization and Personnel Committee on June 17, 1992 that the salaries for the three department heads remain unchanged at this time due to the financial challenges currently facing Metropolitan and that other fringe benefits authorized other employees continue to be made available to the three department heads.

The Organization and Personnel Committee further acknowledged its appreciation of the three department heads' voluntary offer to receive no salary adjustments this year as continuing proof of their unselfish commitment and dedication to outstanding service to the District.

Administrative Code Section 6500 will continue to reflect the unmodified annual flat rate salaries previously recommended for the department heads.

This action is exempt from provisions of the California Environmental Quality Act because it can have no possible effect on the environment.

Board Committee Assignment

This letter is referred for action to the Organization and Personnel Committee because of its responsibility to study, advise, and make recommendations with regard to relations between the District and its employees including all matters affecting wages, pursuant to Administrative Code Section 2471(c).

Recommendations

**ORGANIZATION AND PERSONNEL COMMITTEE FOR ACTION.**

It is recommended that the Board of Directors authorize that effective June 21, 1992, the flat rate annual salary for each department head be as set forth below, and that all fringe benefits available to other employees be made available to the department heads:

General Manager	--	\$189,000
General Counsel	--	\$149,100
Auditor	--	\$100,275



A. Macneil Stelle

BL/mdm

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