



Department Head Salary Survey 2015

Board Meeting

Item 10-1

September 22, 2015

Introduction

- Annual Direct Report salary survey
 - General Manager
 - General Counsel
 - General Auditor
 - Ethics Officer
- Informative comparison of base salaries against market base salaries

Used 9 Comparator Agencies

Agencies listed in 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

How We Evaluated Data

- Contacted 9 comparator agencies
 - Determined job matches
- To compare salaries against market
 - 3 or more agency matches needed
 - Assessed competitiveness against 75th percentile
 - (+/-) 10% of 75th percentile

EXAMPLE SALARY DISTRIBUTION



General Manager Comparison

Comparator Agency	Comparable Classification Title	Comparator Agency Actual Salary	MWD Actual Salary	Differential as Dollar Amount	Percentage Differential
Los Angeles Department of Water and Power	General Manager and Chief Engineer	\$350,011	\$353,787	\$3,776	1.07%
Los Angeles Metropolitan Transportation Authority	Chief Executive Officer	\$336,586	\$353,787	\$17,201	4.86%
San Francisco Public Utilities Commission	General Manager of PUC	\$318,500	\$353,787	\$35,287	9.97%
Sanitation Districts of Los Angeles County	Chief Engineer - General Manager	\$316,189	\$353,787	\$37,598	10.63%
County of Los Angeles	Chief Executive Officer	\$310,000	\$353,787	\$43,787	12.38%
San Diego County Water Authority	General Manager	\$300,186	\$353,787	\$53,601	15.15%
East Bay Municipal Utility District	General Manager	\$281,040	\$353,787	\$72,747	20.56%
Orange County Water District	General Manager	\$230,447	\$353,787	\$123,340	34.86%
State Department of Water Resources	Director	\$177,683	\$353,787	\$176,104	49.78%

General Manager Comparison

	Comparator Agency Actual Salary	MWD Actual Salary	Differential as Dollar Amount	Percentage Differential
25th Percentile	\$281,040	\$353,787	\$72,747	20.56%
50th Percentile/ Median	\$310,000	\$353,787	\$43,787	12.38%
75th Percentile	\$318,500	\$353,787	\$35,287	9.97%
99th Percentile	\$350,011	\$353,787	\$3,776	1.07%

General Counsel Comparison

Comparator Agency	Comparable Classification Title	Comparator Agency Actual Salary	MWD Actual Salary	Differential as Dollar Amount	Percentage Differential
County of Los Angeles	County Counsel	\$260,000	\$260,499	\$499	0.19%
San Diego County Water Authority	General Counsel	\$242,300	\$260,499	\$18,199	6.99%
East Bay Municipal Utility District	General Counsel	\$236,220	\$260,499	\$24,279	9.32%
San Francisco Public Utilities Commission	Attorney	\$183,144	\$260,499	\$77,355	29.69%
State Department of Water Resources	Chief Counsel	\$148,728	\$260,499	\$111,771	42.91%
Sanitation Districts of Los Angeles County	No Comparable Match				
Los Angeles Department of Water and Power	No Comparable Match				
Los Angeles Metropolitan Transportation Authority	No Comparable Match				
Orange County Water District	No Comparable Match				

General Counsel Comparison

	Comparator Agency Actual Salary	MWD Actual Salary	Differential as Dollar Amount	Percentage Differential
25th Percentile	\$183,144	\$260,499	\$77,355	29.69%
50th Percentile/ Median	\$236,220	\$260,499	\$24,279	9.32%
75th Percentile	\$242,300	\$260,499	\$18,199	6.99%
99th Percentile	\$260,000	\$260,499	\$499	0.19%

General Auditor Comparison

Comparator Agency	Comparable Classification Title	Comparator Agency Actual Salary	MWD Actual Salary	Differential as Dollar Amount	Percentage Differential
Los Angeles Department of Water and Power	Auditor	\$279,708	\$212,285	-\$67,423	-31.76%
Los Angeles Metropolitan Transportation Authority	Chief Auditor	\$168,106	\$212,285	\$44,179	20.81%
State Department of Water Resources	Supervising Management Auditor	\$101,401	\$212,285	\$110,884	52.23%
County of Los Angeles	No Comparable Match				
East Bay Municipal Utility District	No Comparable Match				
Sanitation Districts of Los Angeles County	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				

General Auditor Comparison

	Comparator Agency Actual Salary	MWD Actual Salary	Differential as Dollar Amount	Percentage Differential
25th Percentile	\$134,754	\$212,285	\$77,531	36.52%
50th Percentile/ Median	\$168,106	\$212,285	\$44,179	20.81%
75th Percentile	\$223,907	\$212,285	-\$11,622	-5.47%
99th Percentile	\$279,708	\$212,285	-\$67,423	-31.76%

Ethics Officer Comparison

Comparator Agency	Comparable Classification Title	Comparator Agency Actual Salary	MWD Actual Salary	Differential as Dollar Amount	Percentage Differential
Los Angeles Metropolitan Transportation Authority	Inspector General – Chief Ethics Officer	\$179,816	\$167,107	-\$12,709	-7.61%
State Department of Water Resources	No Comparable Match				
County of Los Angeles	No Comparable Match				
East Bay Municipal Utility District	No Comparable Match				
Sanitation Districts of Los Angeles County	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				

Department Head Salary History

- General Manager
 - June 2011 - 15%
 - Previous increase was in 2008
 - June 2012 - 3%
 - June 2013 - 5.75%
 - Represented positions received a 2 Grade increase to their salary grades (5.5%)
 - Represented positions also received a 0.25% across the board increase
 - June 2014 - 2%

Department Head Salary History

- General Counsel
 - Hired March 2012
 - June 2013 - 5.75%
 - Represented positions received a 2 Grade increase to their salary grades (5.5%)
 - Represented positions also received a 0.25% across the board increase
 - June 2014 - 2%

Department Head Salary History

- General Auditor

- June 2012 - 12%

- Previous increase was in 2008

- June 2013 - 5.75%

- Represented positions received a 2 Grade increase to their salary grades (5.5%)

- Represented positions also received a 0.25% across the board increase

- June 2014 - 2%

Department Head Salary History

- Ethics Officer
 - Hired November 2012
 - June 2014 - 2%
 - June 2014 - 13% Equity Adjustment

End of Presentation