



Report on Department Head 2017 Salary Survey

Board Meeting

Items 10-2 and 10-3

November 14, 2017

Overview

- Review of process
- Market survey information
- Compensation options
- Board discussion and potential action

Review of Process

- Determine job matches on the basis of:
 - Comparable work responsibilities and scope
 - Direct reporting relationship
 - Education and experience requirements
 - Organization structure
- Requires 3 or more matches to be analyzed

Market Survey Information

- Annual Direct Report salary survey
 - General Manager
 - General Counsel
 - General Auditor
- Compares base salaries against market base salaries
 - Bargaining unit salary analysis compares maximum of ranges
- 75th percentile, plus or minus 10%

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

General Manager Comparison

Rank	Agency	Classification Title	Agency Actual Annual Salary	Percentage Differential
1	County of Los Angeles	Chief Executive Officer	\$376,620	-2.32%
2	Metropolitan Water District of Southern California	General Manager	\$368,077	
3	Los Angeles Metropolitan Transportation Authority	Chief Executive Officer	\$350,043	4.90%
4	Los Angeles Department of Water and Power	General Manager	\$350,011	4.91%
5	San Francisco Public Utilities Commission	General Manager of PUC	\$333,563	9.38%
6	Sanitation Districts of Los Angeles County	Chief Engineer - General Manager	\$321,792	12.57%
7	San Diego County Water Authority	General Manager	\$306,010	16.86%
8	East Bay Municipal Utility District	General Manager	\$299,304	18.68%
9	Orange County Water District	General Manager	\$262,400	28.71%
10	State Department of Water Resources	Director	\$194,600	47.13%

General Manager Comparison

	Comparator Agency Actual Salary	MWD Actual Salary	Differential as Dollar Amount	Percentage Differential
25th Percentile	\$299,304	\$368,077	\$68,773	18.68%
50th Percentile/ Median	\$321,792	\$368,077	\$46,285	12.57%
75th Percentile	\$350,011	\$368,077	\$18,066	4.65%
99th Percentile	\$376,620	\$368,077	\$8,543	-2.60%

General Counsel Comparison

Rank	Agency	Classification Title	Agency Actual Annual Salary	Percentage Differential
1	County of Los Angeles	County Counsel	\$321,895	-18.79%
2	Metropolitan Water District of Southern California	General Counsel	\$270,982	
3	East Bay Municipal Utility District	General Counsel	\$252,312	6.89%
4	San Diego County Water Authority	General Counsel	\$250,001	7.74%
5	Los Angeles Department of Water and Power	Managing Senior Assistant City Attorney – General Counsel	\$186,521	31.17%
6	State Department of Water Resources	Chief Counsel	\$167,988	38.01%
	Sanitation Districts of Los Angeles County	No Comparable Match		
	San Francisco Public Utilities Commission	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	\$186,521	\$270,982	\$84,461	31.17%
50th Percentile/ Median	\$250,001	\$270,982	\$20,981	7.74%
75th Percentile	\$252,312	\$270,982	\$18,670	6.89%
99th Percentile	\$321,895	\$270,982	-\$50,913	-18.79%

General Auditor Comparison

Rank	Comparator Agency	Classification Title	Agency Actual Annual Salary	Percentage Differential
1	County of Los Angeles	Auditor	\$271,525	-19.49%
2	Metropolitan Water District of Southern California	General Auditor	\$227,240	
3	Los Angeles Metropolitan Transportation Authority	Chief Auditor	\$177,736	21.78%
4	State Department of Water Resources	Supervising Management Auditor	\$108,624	52.20%
	Los Angeles Department of Water and Power	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	\$143,180	\$227,240	\$84,060	36.99%
50th Percentile/ Median	\$177,736	\$227,240	\$49,504	21.78%
75th Percentile	\$224,631	\$227,240	\$2,609	1.15%
99th Percentile	\$271,525	\$227,240	-\$44,285	-19.49%

Compensation Options

- Bargaining unit employees receive:
 - Cost of living adjustment based on negotiated MOU
 - Merit increase if room within salary range
 - 2.75% to 11% based on performance evaluation rating
- Board has the authority to provide:
 - Cost of living adjustment
 - Merit increase based on performance
 - Lump sum amount based on performance

Department Head Salary History

- Department Heads historically receive same cost of living as bargaining unit employees

Classification Title	2015 Increase	2016 Increase
General Manager	2.5%	1.5%
General Counsel	2.5%	1.5%
General Auditor	2.5%	1.5%
Bargaining Unit Employees	2.5%	1.5%

- At times, Department Heads have received merit increases and/or lump sum payments in addition to cost of living adjustment

*Board Discussion and
Potential Action*