



Report on Department Head 2019 Salary Survey

Board Meeting

Item 10-2

August 20, 2019

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	Tenure	Agency Actual Annual Salary	Percentage Differential
1	County of Los Angeles	Chief Executive Officer	4yrs 8 mos	\$450,000	-11.88%
2	Metropolitan Water District of Southern California	General Manager	13yrs 5 mos	\$402,210	
3	Los Angeles Department of Water and Power	General Manager and Chief Engineer	< 1 mo	\$400,019	0.54%
4	Los Angeles Metropolitan Transportation Authority	Chief Executive Officer	4yrs 3 mos	\$390,541	2.90%
5	San Francisco Public Utilities Commission	General Manager of PUC	14yrs 10 mos	\$359,684	10.57%
6	Sanitation Districts of Los Angeles County	Chief Engineer - General Manager	7yrs 3 mos	\$351,960	12.49%
7	East Bay Municipal Utility District	General Manager	8yrs 6 mos	\$347,112	13.70%
8	San Diego County Water Authority	General Manager - Interim	5 mos	\$302,500	24.79%
9	Orange County Water District	General Manager	12yrs	\$283,244	29.58%
10	State Department of Water Resources	Director	1yr 8 mos	\$202,384	49.68%

General Manager Comparison

	Comparator Agency Actual Salary	MWD Actual Salary	Differential as Dollar Amount	Percentage Differential
25th Percentile	\$302,500	\$402,210	\$99,710	24.79%
50th Percentile/ Median	\$351,960	\$402,210	\$50,250	12.49%
75th Percentile	\$390,541	\$402,210	\$11,669	2.90%
99th Percentile	\$450,000	\$402,210	\$47,790	-11.88%

General Counsel Comparison

Rank	Agency	Classification Title	Tenure	Agency Actual Annual Salary	Percentage Differential
1	County of Los Angeles	County Counsel	3yrs 9 mos	\$408,354	-33.88%
2	Metropolitan Water District of Southern California	General Counsel	7yrs 5 mos	\$305,011	
3	East Bay Municipal Utility District	General Counsel	4yrs 7 mos	\$292,608	4.07%
4	San Diego County Water Authority	General Counsel	3yrs 5 mos	\$265,380	12.99%
5	Los Angeles Department of Water and Power	Managing Senior Assistant City Attorney – General Counsel	3yrs 5 mos	\$259,580	14.89%
6	State Department of Water Resources	Chief Counsel	3yrs 5 mos	\$174,708	42.72%
	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	\$259,580	\$305,011	\$45,431	14.89%
50th Percentile/ Median	\$265,380	\$305,011	\$39,631	12.99%
75th Percentile	\$292,608	\$305,011	\$12,403	4.07%
99th Percentile	\$408,354	\$305,011	\$103,343	-33.88%

General Auditor Comparison

Rank	Comparator Agency	Classification Title	Tenure	Agency Actual Annual Salary	Percentage Differential
1	County of Los Angeles	Auditor - Interim	3 mos	\$275,670	-14.34%
2	Los Angeles Department of Water and Power	Principal Utility Accountant	12yrs 6 mos	\$267,535	-10.97
3	Metropolitan Water District of Southern California	General Auditor	17yrs 1 mo	\$241,093	
4	Los Angeles Metropolitan Transportation Authority	Chief Auditor	3yrs 10 mos	\$194,563	19.30%
5	State Department of Water Resources	Supervising Management Auditor	1yrs 10 mos	\$112,104	53.50%
	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	\$172,560	\$241,093	\$68,533	28.43%
50th Percentile/ Median	\$194,563	\$241,093	\$46,530	19.30%
75th Percentile	\$267,535	\$241,093	\$26,442	-10.97%
99th Percentile	\$275,670	\$241,093	\$34,577	-14.34%

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	2017 Increase	2018 Increase
General Manager	2.5%	1.5%	3%	3%
General Counsel	2.5%	1.5%	3%	3%
General Auditor	2.5%	1.5%	3%	3%
Bargaining Unit Employees	2.5%	1.5%	3%	3%

- 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*