



# Report on Department Head 2020 Salary Survey

Board Meeting

Item 10-2

October 13, 2020

# 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
- Valid comparison requires at least (3) matches

# 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%)

# 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

# General Manager Comparison

Rank	Agency	Classification Title	Tenure	Agency Actual Annual Salary	Percentage Differential
1	County of Los Angeles	Chief Executive Officer	5 yrs 6 mos	\$482,168	-10.85%
2	<b>Metropolitan Water District of Southern California</b>	<b>General Manager</b>	<b>14 yrs 7 mos</b>	<b>\$434,990</b>	
3	Los Angeles Metropolitan Transportation Authority	Chief Executive Officer	5 yrs 4 mos	411,050	5.50%
4	Los Angeles Department of Water and Power	General Manager & Chief Engineer	1 yr 2 mos	400,019	8.04%
5	San Francisco Public Utilities Commission	General Manager of PUC	15 yrs 9 mos	\$392,912	9.67%
6	Sanitation Districts of Los Angeles County	Chief Engineer - General Manager	1 yr	\$351,960	19.09%
7	San Diego County Water Authority	General Manager	9 mos	\$327,000	24.83%
8	East Bay Municipal Utility District	General Manager	3 months	\$298,536	31.37%
9	Orange County Water District	General Manager	No response	\$288,900	33.58%
10	State Department of Water Resources	Director	2 yrs 9 mos	\$202,384	53.47%

# General Manager Comparison

	Comparator Agency Actual Salary	MWD Actual Salary	Differential as Dollar Amount	Percentage Differential
25th Percentile	\$298,536	\$434,990	\$136,454	31.37%
50th Percentile/ Median	\$351,960	\$434,990	\$83,030	19.09%
<b>75th Percentile</b>	<b>\$400,019</b>	<b>\$434,990</b>	<b>\$34,971</b>	<b>8.04%</b>
99th Percentile	\$482,168	\$434,990	-\$47,178	-10.85%

# General Counsel Comparison

Rank	Agency	Classification Title	Tenure	Agency Actual Annual Salary	Percentage Differential
1	County of Los Angeles	County Counsel	4 yrs 6 mos	\$437,545	-34.56%
<b>2</b>	<b>Metropolitan Water District of Southern California</b>	<b>General Counsel</b>	<b>8 yrs 6 mos</b>	<b>\$325,166</b>	
3	East Bay Municipal Utility District	General Counsel	5 yrs	\$308,928	4.99%
4	San Diego County Water Authority	General Counsel	4 yrs 4 mos	\$265,380	18.39%
5	Los Angeles Department of Water and Power	Managing Senior Assistant City Attorney – GC	4 yrs 6 mos	\$259,977	20.05%
6	State Department of Water Resources	Chief Counsel	4 yrs 7 mos	\$192,624	40.76%
	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	\$259,977	\$325,166	\$65,189	20.05%
50th Percentile/ Median	\$265,380	\$325,166	\$59,786	18.39%
<b>75th Percentile</b>	<b>\$308,928</b>	<b>\$325,166</b>	<b>\$16,238</b>	<b>4.99%</b>
99th Percentile	\$437,545	\$325,166	-\$112,379	-34.56%

# General Auditor Comparison

Rank	Comparator Agency	Classification Title	Tenure	Agency Actual Annual Salary	Percentage Differential
1	County of Los Angeles	Auditor/Controller - Interim	7 mos	\$313,937	-20.40%
2	Los Angeles Department of Water and Power	Principal Utility Accountant	17 yrs 4 mos	\$272,902	-4.66%
<b>3</b>	<b>Metropolitan Water District of Southern California</b>	<b>General Auditor</b>	<b>18 yrs 2 mos</b>	<b>\$260,749</b>	
4	Los Angeles Metropolitan Transportation Authority	Chief Auditor	Vacant	\$194,563	25.38%
5	East Bay Municipal Utility District	Internal Auditor Supervisor	4 yrs	\$177,732	31.84%
6	State Department of Water Resources	Supervising Management Auditor	3 yrs	\$112,104	57.01%
	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	\$177,732	\$260,749	\$83,017	31.84%
50th Percentile/ Median	\$194,563	\$260,749	\$66,186	25.38%
<b>75th Percentile</b>	<b>\$272,902</b>	<b>\$260,749</b>	<b>-\$12,153</b>	<b>-4.66%</b>
99th Percentile	\$313,937	\$260,749	\$34,577	-20.40%

# Ethics Officer Comparison

Rank	Comparator Agency	Classification Title	Tenure	Agency Actual Annual Salary	Percentage Differential
1	Los Angeles Metropolitan Transportation Authority	Chief Ethics Officer	Vacant	\$269,298	-23.53%
2	<b>Metropolitan Water District of Southern California</b>	<b>Ethics Officer</b>	<b>1 yr 2 mos</b>	<b>\$218,005</b>	
	Los Angeles Department of Water and Power	No Comparable Match			
	County of Los Angeles	No Comparable Match			
	East Bay Municipal Utility District	No Comparable Match			
	State Department of Water Resources	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			

