



REGIONAL
GOVERNMENT
SERVICES

SERVING PUBLIC AGENCIES SINCE 2002

**Regional Water Authority
Executive Director Compensation Study
Executive Committee Meeting
January 31, 2023**

SUMMARY OF PROJECT

- ❖ It was determined that the compensation study would be completed in two phases:
 - Staff classifications
 - Executive Director classifications

- ❖ The staff compensation study has been completed and approved by the Executive Committee and subsequently by the Board of Directors.

- ❖ Prior to starting the compensation study for the Executive Director, two study factors must be determined:
 - Benefit components to be surveyed
 - Comparable agencies from which data will be collected.

BENEFIT COMPONENTS

RGS recommends the same benefit components be used as with the staff compensation study. They include:

- ❖ Base rate of monthly pay
- ❖ Contributions by BOTH employee and employer to the following programs:
 - Pension system
 - Health insurance premium, family coverage level
 - Dental insurance premium, family coverage level
 - Vision insurance premium, family coverage level
- ❖ Vacation leave
- ❖ Sick Leave
- ❖ Holiday Leave (including floating holidays)
- ❖ Management/Administrative leave
- ❖ Certification Pay
- ❖ Employer contribution to deferred compensation plan
- ❖ Education incentive
- ❖ Other forms of cash compensation



COMPARABLE AGENCIES

Factors used when analyzing agencies for comparability

- ❖ Agency budget
- ❖ Number of staff
- ❖ Population Served, Geographical location, Demographics
- ❖ Size of Board/Membership
- ❖ Cost of Living

Recommendations for Executive Director Position

RGS recommends no fewer than eight (8) agencies be selected

1. Association of California Water Agencies
2. Association of California Water Agencies - Joint Powers Insurance Authority
3. Bay Area Water Supply and Conservation Agency
4. California Association of Councils of Governments
5. California Municipal Utilities Association
6. California Special Districts Association
7. Chino Basin Watermaster
8. Northern California Water Association
9. Placer County Transportation Planning Agency
10. Sacramento Area Council of Governments
11. Sacramento Area Flood Control Agency
12. State Water Contractors



DISCUSSION/QUESTIONS



UNTIL WE MEET AGAIN!

THANK YOU



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