



REGIONAL
GOVERNMENT
SERVICES

SERVING PUBLIC AGENCIES SINCE 2002

**Regional Water Authority
Executive Director Compensation Study
Executive Committee Meeting
March 28, 2023**

SUMMARY OF PROJECT

- ❖ Staff compensation study completed, approved by the Executive Committee, and subsequently by the full Board of Directors.
- ❖ Executive Director study started in February 2023.
- ❖ All data collected in February and March 2023.

COMPARABLE AGENCIES

There were various phases for the comparable agency

The initial group of comparable agencies included:

❖ Association of California Water Agencies	Participated in Study
❖ California Municipal Utilities Associations	Participated in Study
❖ Placer County Transportation Planning Agency	Participated in Study
❖ Sacramento Area Councils of Government	Participated in Study
❖ Sacramento Area Flood Control Agency	Participated in Study
❖ California Association of Councils of Government	Declined to Participate
❖ State Water Contractors	Declined to Participate
❖ California Special Districts Association	Failed to Respond
❖ Northern California Water Association	Failed to Respond

Added Agencies

❖ Bay Area Water Supply and Conservation Agency	Added/Failed to Respond
❖ Chino Basin Watermasters	Added/Participated in Study



Comparable Agencies

Final List of Participating Agencies

- ❖ Association of California Water Agencies Participated in Study
- ❖ California Municipal Utilities Associations Participated in Study
- ❖ Chino Basin Watermasters Participated in Study
- ❖ Placer County Transportation Planning Agency Participated in Study
- ❖ Sacramento Area Councils of Government Participated in Study
- ❖ Sacramento Area Flood Control Agency Participated in Study

BENEFIT COMPONENTS

- ❖ Base rate of monthly pay
- ❖ Contributions to the following programs:
 - Health insurance premium, family coverage level
 - Dental insurance premium, family coverage level
 - Vision insurance premium, family coverage level
 - Pension system
- ❖ Vacation leave
- ❖ Sick Leave
- ❖ Holiday Leave (including floating holidays)
- ❖ Management/Administrative leave
- ❖ Employer contribution to deferred compensation plan
- ❖ Automobile Allowance
- ❖ Cell Phone Allowance
- ❖ Other forms of cash compensation



FINDINGS - SUMMARY

Agency	Classification Title	Top Monthly Salary	Total Benefits	Total Pay and Benefits
Regional Water Authority	Executive Director	\$19,601	\$9,935	\$29,536
Association of CA Water Agencies	Executive Director	\$30,135	\$12,336	\$42,471
CA Municipal Utilities Association	Executive Director	\$25,836	\$8,833	\$34,669
Chino Basin Watermaster	General Manager	\$23,967	\$12,455	\$36,421
Placer County Transportation Planning Agency	Executive Director	\$18,389	\$14,087	\$32,476
Sacramento Area Council of Governments	Executive Director	\$25,023	\$13,178	\$38,201
Sacramento Area Flood Control Agency	Executive Director	\$20,360	\$10,353	\$30,713
Median of Comparator Agencies		\$24,495		\$35,545
% Above/Below Median		-19.98%		-16.91%
62.5% of Comparator Agencies		\$25,125		\$36,644
% Above/Below Average		-21.98%		-19.40%



FINDINGS

The compensation for the RWA's Executive Director is significantly below the external market:

Base Pay:

- ❖ 19.98% below median
- ❖ 21.98% below the 62.5 percentile

Total Compensation:

- ❖ 16.91% below the median
- ❖ 19.40% below the 62.5 percentile.

RECOMMENDATIONS

- ❖ Increase base pay
 - Same implementation methodology as staff compensation
 - To be considered competitive (within 5% of the market), salary would need to increase to \$23,869/month (increase of 18%)

- ❖ Increase benefits
 - Four agencies provide management/ administrative leave
 - Four agencies provide contributions to a deferred compensation plan

- ❖ Increase both base pay and benefits

DISCUSSION/QUESTIONS



UNTIL WE MEET AGAIN!

THANK YOU



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