

Benchmark Title: Chief Executive Officer
Survey Data Updated to: 7/15/2016
Update Trend Factor: 3% salary budget, 2% structure

Benchmark Summary: This position represents the organization before agencies and investor communities. Responsible for executing policy goals and objectives established by Board of Directors; leads preparation of strategic and business plans and water resource system master plans based on policy direction of the Board, communicates with elected officials, government entities, utility leadership and labor unions as needed, ensures

Survey Source	Survey Position Match	No. Co's.	No. Inc's.	Scope Info	Average		50th Percentile		75th Percentile		Salary Range			Range Spread
					Updated Base	Updated Total Cash	Updated Base	Updated Total Cash	Updated Base	Updated Total Cash	Minimum	Midpoint	Maximum	
Towers Watson CSR Top Management, 2015	Chief Executive Officer	17	17	NFP; Corporate; Industry; Public Administration/Government	\$250,071	\$261,931	\$242,304	\$242,304	\$266,371	\$266,371	N/A	N/A	N/A	N/A
CompData Benchmark Pro - National, 2015	Chief Executive Officer (CEO)	56	56	National; Industry; Not-For-Profit	\$391,275	\$432,711	\$343,904	\$354,236	\$456,121	\$464,804	\$232,237	\$315,218	\$398,199	71%
National Executive Compensation Survey	Chief Executive Officer (CEO)	21	21	Public Administration	\$157,777	\$157,777	\$159,635	\$159,635	\$186,609	\$186,609	N/A	N/A	N/A	N/A
National Executive Compensation Survey	Chief Executive Officer (CEO)	20	20	Utilities	\$371,323	\$327,853	\$320,078	\$338,215	\$495,755	\$571,267	N/A	N/A	N/A	N/A
ERI	Chief Executive Officer	n/a	n/a	National; Government Support Services; Fiscal Budget; Less than \$500 Million	\$371,797	N/A	\$367,749	\$496,153	\$499,829	\$353,723	N/A	N/A	N/A	N/A
Custom Survey	Chief Executive Officer	12	12	National; Utility Authorities & Local Jurisdictions*	\$207,737	N/A	\$180,464	\$180,464	\$253,300	\$253,300	\$160,467	\$205,599	\$250,731	56%
OVERALL AVERAGES:					\$291,663	\$292,566	\$269,023	\$285,168	\$359,664	\$349,346	\$196,352	\$260,409	\$324,465	65%
NOTE: Additionally, we separately aggregated the salary data for Utility Authority Participants from the Custom Survey. Below Average includes Published Survey Sources and Utility Authority Custom Survey Participants only:														
Custom Survey	Chief Executive Officer	12	12	National; Utility Authorities	\$218,618	N/A	\$213,247	\$213,247	\$285,612	\$285,612	\$189,590	\$218,166	\$240,732	27%

JOB MATCHES SUMMARIES:

TOWERS WATSON:- Manages the profitability and growth of the organization. Accountable to the Board of Directors for all activrities of the organization. Directs the organization in establishing long-range plans, strategy and policy.

COMPDATA: Principal organization leader, who plans, develops, and establishes policies and objectives of organization in accordance with board directives and corporation charter. Develops business objectives and policies to coordinate functions between divisions and departments. Directs formulation of financial programs to provide funding for operations. May preside over Board of Directors. Master's degree preferred with extensive experience in management. **JOB FAMILY:** Executive Management.

NATIONAL EXECUTIVE SURVEY: Determines the basic objectives of the organizational unit; formulates plans and policies and allocates resources for the achievement of these objectives. Interprets and applies policies established by the owners of the enterprise or their representatives (Bd. of Directors, Trustees, etc.). Organizes the unit and determines allocation of duties and authorities to subordinates. Exercises controls to see that objectives are achieved in accordance with basic organization policy. Fully accountable for the results of the activity of the organizational unit. This is usually a single incumbent position.

ERI: Plans, develops, establishes, and oversees interpretation and implementation of policies and objectives of organization in accordance with board directives and corporation charter. Responsible for the profitability of the entire organization. Holds position of the top executive and principal organization leader in the organization. This position is distinguished from others in that it is the top ranking executive and, in most cases, is the highest paid executive in the organization.

*Includes non-utility top managers such as City Managers.