

City of Mission Viejo  
2015 Executive Compensation Report

Department Description	Job Title	Total Regular Pay	Overtime Pay	Lump Sum Pay (1)	Other Pay (2)	EE Share of Pension Benefits (3)	Defined Benefit Plan (4)	Deferred Comp/ Defined Contribution Plan (5)	Health, Dental, Vision	Total Compensation Costs
City Manager	City Manager	224,702	-	25,927	8,540	1,296	41,731	14,776	12,744	329,717
Public Services	Assistant City Mgr/Director of Public Services	187,200	-	23,400	6,840	1,080	34,766	9,372	12,744	275,402
Information Technology	Director of Information Technology	173,576	-	13,352	6,240	1,001	32,236	-	12,744	239,149
Administrative Services	Director of Admn Srvcs/City Treasurer	174,797	-	-	6,240	994	32,463	1,200	5,400	221,094
Public Works	Director of Public Works	163,719	-	-	6,240	952	30,405	1,200	15,168	217,684
Community Development	Director of Community Development	158,626	-	-	5,040	917	29,459	-	11,700	205,742
City Clerk	Director of Community Relations/City Clerk	146,524	-	6,850	5,540	822	27,212	-	15,168	202,116
Recreation & Community Srvcs	Director of Recreation & Community Services	141,080	-	-	5,040	158	26,201	700	11,108	184,286
Library	Director of Library & Cultural Services	120,374	-	-	5,040	136	22,355	1,200	15,168	164,274

(1) Time Off Accrual Payouts

(2) Includes Car and Phone Allowances

(3) Employee Share of Pension Contribution paid by the Employer

(4) Employer Share of Pension Contributions. At December 31, 2015, the total contribution rate was 18.577%. Of this rate, the normal pension cost for current services was 10.361%. The balance of 8.216% is applied toward the City's unfunded pension liability.

(5) Employer Contribution to Traditional 457 or Retiree Health Plan.