

City of Mission Viejo
2014 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
Administrative Services	Accountant	69,008	-	-	-	1,259	12,523	-	12,744	95,534
Administrative Services	Accounting Clerk	44,622	-	-	-	815	8,097	-	11,700	65,234
Administrative Services	Accounting Information Specialist	67,542	-	-	-	1,234	12,256	-	8,775	89,807
Administrative Services	Accounting Supervisor	105,834	-	6,246	-	1,923	19,212	-	11,700	144,914
Administrative Services	Administrative Assistant	59,961	616	-	-	1,088	10,885	-	11,700	84,250
Administrative Services	Budget & Purchasing Analyst	73,599	-	1,376	720	1,332	13,358	1,200	8,208	99,795
Administrative Services	Director of Admin Services/City Treasurer	167,280	-	-	6,240	3,029	30,374	1,200	5,400	213,522
Administrative Services	Human Resources Analyst	83,011	-	-	-	1,515	15,064	-	9,000	108,589
Administrative Services	Junior Accountant	48,988	1,863	-	-	897	8,888	1,200	11,700	73,536
Administrative Services	Payroll & Accounting Technician	49,101	854	-	-	-	8,911	800	7,601	67,268
Administrative Services	Senior Accounting Clerk	56,943	729	-	-	1,040	10,332	-	12,710	81,754
Administrative Services	Senior Department Assistant	51,097	9	-	-	933	9,272	-	11,700	73,011
Administrative Services	Senior Human Resources Analyst	89,561	-	-	720	1,644	16,247	-	11,700	119,872
Administrative Services	Treasury Assistant	61,266	-	-	-	1,116	11,119	1,200	12,744	87,445
Administrative Services	Treasury Manager	127,382	-	9,723	1,940	2,314	23,115	-	8,775	173,250
City Clerk	Assistant City Clerk	72,533	-	2,971	-	1,324	13,162	-	11,700	101,690
City Clerk	Director of Community Relations/City Clerk	138,705	-	8,454	5,040	2,514	25,183	-	15,168	195,064
City Clerk	Marketing Graphics Designer	62,130	-	-	-	1,132	11,276	-	15,168	89,706
City Clerk	Public Information Specialist	49,343	-	-	-	-	-	-	-	49,343
City Clerk	Records/Television Production Coordinator	63,483	-	7,433	1,440	1,150	11,526	1,200	11,700	97,933
City Council	Councilmember	923	-	-	-	-	-	-	-	923
City Council	Councilmember	923	-	-	-	-	-	-	-	923
City Council	Councilmember	11,539	-	-	-	-	-	1,150	7,546	20,235
City Council	Councilmember	923	-	-	-	-	171	-	-	1,094
City Council	Councilmember	12,000	-	-	-	219	2,178	1,200	5,400	20,997
City Council	Councilmember	12,000	-	-	-	219	2,178	-	9,000	23,397
City Council	Councilmember/ Mayor	11,539	-	-	-	213	2,092	-	10,756	24,600
City Council	Councilmember/ Mayor Pro Tem	11,539	-	-	-	213	2,092	1,150	13,904	28,898
City Manager	City Manager	219,099	-	17,695	8,040	3,973	39,778	14,776	12,744	316,106
City Manager	Executive Assistant	63,781	-	-	-	1,153	11,575	-	12,744	89,252
City Manager	Senior Executive Assistant	75,490	-	-	1,440	1,380	13,698	-	11,700	103,708
City Manager	Temporary Employee	2,104	-	-	-	-	-	-	-	2,104
Community Development	Administrative Assistant	59,731	1,340	-	-	1,086	10,841	-	12,627	85,626
Community Development	Associate Planner - B	74,590	-	-	-	617	13,535	1,200	15,168	105,110
Community Development	Code Enforcement Officer	69,930	-	-	1,440	1,276	12,690	-	11,700	97,036
Community Development	Code Enforcement Supervisor	89,551	-	-	1,440	1,631	16,252	-	12,744	121,619
Community Development	Director of Community Development *	152,386	-	-	5,178	2,785	27,651	-	11,700	199,699
Community Development	Director of Community Development *	3,599	-	40,286	-	90	638	-	912	45,525
Community Development	Economic Development Manager	128,378	-	9,875	1,740	2,345	23,295	-	11,700	177,333

- (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, 2014, the total contribution rate was 18.566%. Of this rate, the normal pension cost for current services was 10.263%. The balance of 8.303% is applied toward the City's unfunded pension liability.
- (5) Employer Contribution to Traditional 457 or Retiree Health Plan.

City of Mission Viejo
2014 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
Community Development	Planning & Economic Development Manager	121,056	-	-	1,440	1,001	21,966	-	13,904	159,367
Community Development	Senior Code Enforcement Officer	68,126	-	-	1,329	1,197	12,392	-	11,008	94,051
Community Development	Senior Planner	89,059	-	4,391	-	1,615	16,169	-	11,700	122,934
Information Technology	Administrative Assistant	21,096	-	-	-	-	3,883	-	2,972	27,952
Information Technology	Administrative Assistant	6,053	-	2,421	-	91	1,073	188	880	10,706
Information Technology	Director of Information Technology	168,050	-	12,717	6,240	3,054	30,505	-	12,396	232,962
Information Technology	Information Technology Manager	116,522	-	-	1,440	2,129	21,143	-	15,168	156,402
Information Technology	Information Technology Specialist	81,200	-	-	886	630	14,760	-	6,131	103,608
Information Technology	Information Technology Specialist	84,356	-	-	1,440	1,530	15,315	1,200	11,700	115,541
Information Technology	Information Technology Specialist	79,227	-	7,618	1,440	1,447	14,376	-	11,700	115,809
Information Technology	Information Technology Specialist	95,181	-	-	1,440	1,739	17,271	-	11,700	127,331
Information Technology	Information Technology Technician	34,736	-	-	886	-	6,384	-	3,150	45,156
Information Technology	Information Technology Technician	54,296	34	-	-	-	9,441	-	3,150	66,921
Information Technology	Information Technology Technician	11,328	-	-	332	283	2,008	300	1,525	15,777
Information Technology	IT Service Delivery Manager	96,010	-	-	1,540	1,749	17,425	1,200	15,168	133,092
Information Technology	Temporary Employee	257	-	-	-	-	-	-	-	257
Library & Cultural Services	Assistant Library Clerk - A	11,773	-	-	-	-	-	-	-	11,773
Library & Cultural Services	Assistant Library Clerk - B	9,663	-	-	-	-	-	-	-	9,663
Library & Cultural Services	Assistant Library Clerk - B	10,580	-	-	-	-	-	-	-	10,580
Library & Cultural Services	Assistant Library Clerk - B	11,198	-	-	-	-	-	-	-	11,198
Library & Cultural Services	Assistant Library Clerk - B	10,676	-	-	-	196	1,936	-	-	12,808
Library & Cultural Services	Assistant Library Clerk - B	10,370	-	-	-	-	-	-	-	10,370
Library & Cultural Services	Assistant Library Clerk - B	5,504	-	-	-	-	-	-	-	5,504
Library & Cultural Services	Assistant Library Clerk - B	5,797	-	-	-	-	-	-	-	5,797
Library & Cultural Services	Assistant Library Clerk - B	10,680	-	-	-	-	-	-	-	10,680
Library & Cultural Services	Assistant Library Clerk - B	9,197	-	-	-	-	-	-	-	9,197
Library & Cultural Services	Assistant Library Clerk - B	493	-	-	-	-	-	-	-	493
Library & Cultural Services	Assistant Library Clerk - B	7,336	-	-	-	-	-	-	-	7,336
Library & Cultural Services	Cultural Services Supervisor	75,289	-	-	1,440	1,371	13,665	-	12,744	104,509
Library & Cultural Services	Cultural Services Supervisor	84,011	-	-	277	1,535	15,244	-	11,700	112,767
Library & Cultural Services	Director of Library & Cultural Services **	105,719	-	-	3,378	795	19,234	1,200	15,168	145,493
Library & Cultural Services	Director of Library & Cultural Services **	51,097	-	29,672	2,326	1,277	9,057	-	5,310	98,739
Library & Cultural Services	Lead Library Page	9,440	-	-	-	-	-	-	-	9,440
Library & Cultural Services	Lead Library Page	11,346	-	-	-	-	-	-	-	11,346
Library & Cultural Services	Librarian I	49,438	-	-	-	844	9,037	-	11,700	71,019
Library & Cultural Services	Librarian I	26,294	-	-	-	216	4,772	600	2,100	33,982
Library & Cultural Services	Librarian II	62,935	-	-	-	1,149	11,420	1,200	8,197	84,901
Library & Cultural Services	Librarian II	32,149	-	-	-	588	5,833	-	3,300	41,870
Library & Cultural Services	Librarian II	38,927	-	-	-	711	7,064	-	3,300	50,001

- (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, 2014, the total contribution rate was 18.566%. Of this rate, the normal pension cost for current services was 10.263%. The balance of 8.303% is applied toward the City's unfunded pension liability.
- (5) Employer Contribution to Traditional 457 or Retiree Health Plan.

City of Mission Viejo
2014 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
Library & Cultural Services	Librarian II	63,835	-	-	-	1,166	11,583	-	11,700	88,285
Library & Cultural Services	Librarian II	68,120	-	-	200	1,237	12,366	-	12,744	94,667
Library & Cultural Services	Librarian II	66,727	-	-	-	1,217	12,109	1,200	8,208	89,461
Library & Cultural Services	Library Assistant	37,929	-	-	-	657	6,976	-	11,700	57,262
Library & Cultural Services	Library Assistant	51,418	-	-	-	937	9,331	-	11,669	73,356
Library & Cultural Services	Library Assistant - B	24,877	-	-	-	205	4,515	575	2,100	32,272
Library & Cultural Services	Library Clerk - A	38,080	-	-	-	693	6,911	-	8,775	54,459
Library & Cultural Services	Library Clerk - A	38,584	-	2,624	-	703	7,003	-	8,775	57,689
Library & Cultural Services	Library Clerk - A	26,771	-	-	-	488	4,859	-	5,850	37,967
Library & Cultural Services	Library Clerk - B	24,964	-	-	-	456	4,530	600	2,100	32,649
Library & Cultural Services	Library Manager	20,685	-	-	443	52	3,840	-	2,528	27,549
Library & Cultural Services	Library Manager	79,394	-	-	1,440	1,441	14,413	-	11,700	108,389
Library & Cultural Services	Library Manager	85,108	-	-	1,440	1,541	15,454	-	11,700	115,243
Library & Cultural Services	Library Page	2,790	-	-	-	-	-	-	-	2,790
Library & Cultural Services	Library Page	6,405	-	-	-	-	-	-	-	6,405
Library & Cultural Services	Library Page	1,896	-	-	-	-	-	-	-	1,896
Library & Cultural Services	Library Page	2,964	-	-	-	-	-	-	-	2,964
Library & Cultural Services	Library Page	5,149	-	-	-	-	-	-	-	5,149
Library & Cultural Services	Library Page	8,498	-	-	-	-	-	-	-	8,498
Library & Cultural Services	Library Page	2,695	-	-	-	-	-	-	-	2,695
Library & Cultural Services	Library Page	1,987	-	-	-	-	-	-	-	1,987
Library & Cultural Services	Library Page	5,472	-	-	-	-	-	-	-	5,472
Library & Cultural Services	Library Page	3,040	-	-	-	-	-	-	-	3,040
Library & Cultural Services	Library Page	2,684	-	-	-	-	-	-	-	2,684
Library & Cultural Services	Library Page	7,501	-	-	-	-	-	-	-	7,501
Library & Cultural Services	Library Page	7,739	-	-	-	-	-	-	-	7,739
Library & Cultural Services	Library Page	2,237	-	-	-	-	-	-	-	2,237
Library & Cultural Services	Library Page	1,889	-	-	-	-	-	-	-	1,889
Library & Cultural Services	Library Services Coordinator	61,357	-	-	-	1,119	11,135	-	15,168	88,778
Library & Cultural Services	Library Specialist - A	8,454	-	-	-	-	-	-	-	8,454
Library & Cultural Services	Library Specialist - B	13,960	-	-	-	-	-	-	-	13,960
Library & Cultural Services	Library Specialist - B	5,335	-	-	-	112	957	-	-	6,404
Library & Cultural Services	Office Assistant	16,310	-	-	-	296	2,961	-	-	19,567
Library & Cultural Services	On-Call Librarian	3,288	-	-	-	-	-	-	-	3,288
Library & Cultural Services	On-Call Librarian	26,593	-	-	-	356	4,828	-	-	31,777
Library & Cultural Services	On-Call Librarian	10,356	-	-	-	-	-	-	-	10,356
Library & Cultural Services	On-Call Librarian	9,079	-	-	-	-	-	-	-	9,079
Library & Cultural Services	On-Call Librarian	59	-	-	-	-	-	-	-	59
Library & Cultural Services	On-Call Librarian	3,616	-	-	-	-	-	-	-	3,616

- (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, 2014, the total contribution rate was 18.566%. Of this rate, the normal pension cost for current services was 10.263%. The balance of 8.303% is applied toward the City's unfunded pension liability.
- (5) Employer Contribution to Traditional 457 or Retiree Health Plan.

City of Mission Viejo
2014 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
Library & Cultural Services	On-Call Librarian	21,553	-	-	-	-	-	-	-	21,553
Library & Cultural Services	On-Call Librarian	14,075	-	-	-	255	2,555	-	-	16,885
Library & Cultural Services	On-Call Librarian	18,371	-	-	-	-	-	-	-	18,371
Library & Cultural Services	On-Call Librarian	19	-	-	-	0	4	-	-	23
Library & Cultural Services	On-Call Librarian	15,537	-	-	-	-	-	-	-	15,537
Library & Cultural Services	On-Call Librarian	4,866	-	-	-	-	-	-	-	4,866
Library & Cultural Services	On-Call Librarian	67	-	-	-	-	-	-	-	67
Library & Cultural Services	On-Call Librarian	7,492	-	-	-	-	-	-	-	7,492
Library & Cultural Services	On-Call Librarian	24,982	-	-	-	-	-	-	-	24,982
Library & Cultural Services	Senior Librarian	83,051	-	-	-	1,511	15,075	-	11,700	111,336
Library & Cultural Services	Senior Librarian	65,667	-	-	-	1,197	11,917	-	12,744	91,525
Library & Cultural Services	Senior Librarian	69,850	-	18,335	-	1,341	12,628	-	9,750	111,904
Library & Cultural Services	Senior Library Assistant	50,970	-	-	-	899	9,269	-	11,700	72,838
Library & Cultural Services	Senior Library Assistant	49,815	-	-	-	910	9,040	-	11,700	71,465
Public Services	Animal Services Assistant	37,271	1,047	-	-	308	6,763	1,200	12,201	58,790
Public Services	Animal Services Assistant	9,466	106	-	-	-	288	-	-	9,860
Public Services	Animal Services Assistant	11,284	726	1,370	-	-	2,107	100	1,253	16,841
Public Services	Animal Services Assistant	39,192	1,721	-	-	713	7,114	1,200	11,700	61,640
Public Services	Animal Services Assistant	42,552	1,746	1,402	-	-	7,717	600	7,167	61,184
Public Services	Animal Services Licensing Representative	36,704	-	-	-	669	6,661	600	6,156	50,790
Public Services	Animal Services Manager	100,815	-	-	1,440	1,842	18,293	-	12,744	135,134
Public Services	Animal Services Officer	464	-	266	-	1	86	-	-	817
Public Services	Animal Services Officer	12,371	1,356	3,021	808	186	2,193	350	1,608	21,893
Public Services	Animal Services Officer	53,636	2,998	-	3,499	442	9,732	1,050	10,582	81,938
Public Services	Animal Services Officer	65,104	9,296	-	3,913	538	11,813	1,200	12,684	104,548
Public Services	Animal Services Officer	50,871	5,871	-	3,146	887	9,252	1,200	15,168	86,395
Public Services	Animal Services Representative	41,475	757	-	-	756	7,527	1,200	11,700	63,416
Public Services	Animal Services Representative	44,934	81	3,169	-	822	8,153	1,200	6,674	65,033
Public Services	Animal Services Representative	38,721	255	2,627	-	334	7,016	1,150	7,378	57,482
Public Services	Animal Services Supervisor	72,696	-	-	1,440	1,328	13,191	1,200	12,684	102,539
Public Services	Animal Services Volunteer Coordinator	43,680	-	-	-	798	7,926	-	6,150	58,554
Public Services	Assistant City Mgr/Director of Public Services	181,861	-	9,000	6,840	3,297	33,018	9,319	12,744	256,078
Public Services	Community Outreach Coordinator	15,548	-	-	-	-	-	-	-	15,548
Public Services	Custodian	37,398	1,942	-	-	683	6,786	1,200	8,208	56,218
Public Services	Custodian	49,260	785	-	-	896	8,942	-	11,700	71,583
Public Services	Emergency Services Manager	128,378	-	-	1,440	2,345	23,295	-	15,168	170,626
Public Services	Facilities Maintenance Manager	118,564	-	34,284	1,440	2,116	21,550	-	11,700	189,654
Public Services	Kennel Aide	8,611	-	-	-	-	-	-	-	8,611
Public Services	Public Service Supervisor	88,973	20,196	-	2,910	1,614	16,150	1,200	15,168	146,212

- (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, 2014, the total contribution rate was 18.566%. Of this rate, the normal pension cost for current services was 10.263%. The balance of 8.303% is applied toward the City's unfunded pension liability.
- (5) Employer Contribution to Traditional 457 or Retiree Health Plan.

City of Mission Viejo
2014 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
Public Services	Public Services Assistant	13,389	-	-	-	-	-	-	-	13,389
Public Services	Public Services Assistant	6,473	-	-	-	-	-	-	-	6,473
Public Services	Public Services Assistant	10,642	482	-	-	-	-	-	-	11,124
Public Services	Public Services Assistant	11,424	-	-	-	208	2,073	-	-	13,705
Public Services	Public Services Operations Manager	132,014	-	7,704	5,880	2,391	23,961	-	15,168	187,119
Public Services	Public Services Supervisor	98,017	5,809	3,734	2,654	1,785	17,788	-	15,168	144,956
Public Services	Public Services Supervisor	97,318	8,317	-	1,487	1,777	17,660	-	12,744	139,301
Public Services	Public Services Supervisor	93,995	9,558	4,519	3,654	1,717	17,056	-	15,168	145,667
Public Services	Public Services Supervisor	82,564	21,456	6,885	2,801	1,507	14,980	-	15,168	145,361
Public Services	Reserve Animal Services Officer	2,801	-	-	-	-	-	-	-	2,801
Public Services	Senior Animal Services Officer	68,357	9,162	-	3,065	1,230	12,406	1,200	13,098	108,518
Public Services	Senior Department Assistant	19,561	-	-	-	-	1,963	-	700	22,223
Public Services	Senior Department Assistant	43,947	323	-	-	-	7,976	200	15,168	67,613
Public Services	Senior Public Services Contracts Admin	72,143	6,681	-	2,959	-	13,093	850	7,122	102,848
Public Services	Senior Public Services Contracts Admin	67,554	10,082	4,185	5,229	1,217	12,236	1,200	12,684	114,387
Public Services	Senior Public Services Contracts Admin	72,299	10,778	-	6,810	1,282	13,098	-	11,700	115,966
Public Services	Senior Public Services Contracts Admin	65,437	29,678	-	2,606	1,194	11,863	-	15,168	125,946
Public Services	Senior Public Services Contracts Admin	75,819	7,747	-	720	1,384	13,758	-	11,700	111,129
Public Works	Administrative Assistant	61,118	264	-	-	1,117	11,090	-	12,744	86,332
Public Works	Assistant City Engineer	111,994	-	-	1,440	2,034	20,331	-	11,700	147,499
Public Works	City Engineer	141,835	-	-	5,640	2,591	25,737	-	9,000	184,803
Public Works	Director of Public Works	157,163	-	-	6,340	2,877	28,515	1,200	15,168	211,262
Public Works	Environmental Program Administrator	105,869	-	-	720	1,927	19,216	-	11,700	139,432
Public Works	Program Engineer	67,145	-	-	-	1,221	12,188	-	8,775	89,329
Public Works	Senior Engineering Technician	15,471	-	4,183	200	330	2,773	-	10,724	33,681
Public Works	Senior Engineering Technician	60,159	-	1,548	-	1,072	10,936	-	7,589	81,303
Public Works	Senior Public Works Inspector	84,651	18,971	8,524	1,440	1,548	15,360	-	12,744	143,237
Public Works	Senior Public Works Inspector	84,203	32,554	1,592	1,440	1,537	15,280	-	15,168	151,774
Public Works	Temporary Employee	17,765	-	-	-	-	-	-	-	17,765
Public Works	Traffic/Transportation Engineer	113,426	-	-	1,540	2,074	20,580	1,200	12,684	151,505
Public Works	Transportation Analyst	72,347	-	-	720	1,312	13,127	1,200	11,700	100,406
Recreation & Community Services	Administrative Assistant	45,494	2,054	-	-	827	8,258	1,200	8,208	66,041
Recreation & Community Services	Community & Senior Center Administrator	101,972	-	-	-	1,808	18,537	-	11,700	134,017
Recreation & Community Services	Community & Senior Center Supervisor	63,246	-	-	1,440	1,154	11,477	1,200	7,996	86,513
Recreation & Community Services	Community Services Coordinator - A	70,158	-	19,744	720	1,274	12,736	-	11,700	116,332
Recreation & Community Services	Community Services Coordinator - B	47,722	-	-	1,440	865	8,664	-	11,700	70,391
Recreation & Community Services	Community Services Coordinator - B	55,651	-	-	720	1,017	10,098	-	11,700	79,187
Recreation & Community Services	Community Services Coordinator - B	43,323	-	5,147	720	782	7,868	-	9,558	67,398
Recreation & Community Services	Community Services Coordinator - B	55,706	-	-	945	1,014	10,110	-	8,775	76,550

- (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, 2014, the total contribution rate was 18.566%. Of this rate, the normal pension cost for current services was 10.263%. The balance of 8.303% is applied toward the City's unfunded pension liability.
- (5) Employer Contribution to Traditional 457 or Retiree Health Plan.

City of Mission Viejo
2014 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
Recreation & Community Services	Community Services Coordinator - B	38,652	506	-	-	694	7,019	-	13,350	60,221
Recreation & Community Services	Community Services Leader	4,455	-	-	-	-	-	-	-	4,455
Recreation & Community Services	Community Services Leader	447	-	-	-	-	-	-	-	447
Recreation & Community Services	Community Services Leader	2,952	-	-	-	-	-	-	-	2,952
Recreation & Community Services	Community Services Leader	2,518	-	-	-	-	-	-	-	2,518
Recreation & Community Services	Community Services Leader	11,417	-	-	-	-	-	-	-	11,417
Recreation & Community Services	Community Services Leader	8,824	-	-	-	-	-	-	-	8,824
Recreation & Community Services	Community Services Leader	2,475	-	-	-	-	-	-	-	2,475
Recreation & Community Services	Community Services Leader	386	-	-	-	-	-	-	-	386
Recreation & Community Services	Community Services Leader	1,312	-	-	-	-	-	-	-	1,312
Recreation & Community Services	Community Services Leader	4,061	-	-	-	-	-	-	-	4,061
Recreation & Community Services	Community Services Leader	11,048	-	-	-	-	-	-	-	11,048
Recreation & Community Services	Community Services Leader	7,231	-	-	-	-	-	-	-	7,231
Recreation & Community Services	Community Services Leader	8,053	-	-	-	-	-	-	-	8,053
Recreation & Community Services	Community Services Leader	1,898	-	-	-	-	-	-	-	1,898
Recreation & Community Services	Community Services Leader	3,805	-	-	-	-	-	-	-	3,805
Recreation & Community Services	Community Services Leader	2,883	-	-	-	-	-	-	-	2,883
Recreation & Community Services	Community Services Leader	5,593	-	-	-	-	-	-	-	5,593
Recreation & Community Services	Community Services Leader	2,278	-	-	-	-	-	-	-	2,278
Recreation & Community Services	Community Services Leader	765	-	-	-	-	-	-	-	765
Recreation & Community Services	Community Services Leader	1,097	-	-	-	-	-	-	-	1,097
Recreation & Community Services	Community Services Leader	3,285	-	-	-	-	-	-	-	3,285
Recreation & Community Services	Community Services Leader	2,346	-	-	-	-	-	-	-	2,346
Recreation & Community Services	Community Services Leader	6,582	-	-	-	-	-	-	-	6,582
Recreation & Community Services	Community Services Leader	9,418	-	-	-	-	-	-	-	9,418
Recreation & Community Services	Community Services Leader	2,493	-	-	-	-	-	-	-	2,493
Recreation & Community Services	Community Services Leader	2,338	-	-	-	-	-	-	-	2,338
Recreation & Community Services	Community Services Leader	7,648	-	-	-	-	-	-	-	7,648
Recreation & Community Services	Community Services Leader	2,493	-	-	-	-	-	-	-	2,493
Recreation & Community Services	Community Services Leader	2,707	-	-	-	-	-	-	-	2,707
Recreation & Community Services	Community Services Leader	2,253	-	-	-	-	-	-	-	2,253
Recreation & Community Services	Community Services Leader	8,874	11	-	-	-	-	-	-	8,884
Recreation & Community Services	Community Services Leader	1,155	-	-	-	-	-	-	-	1,155
Recreation & Community Services	Community Services Leader	9,865	-	-	-	-	-	-	-	9,865
Recreation & Community Services	Community Services Leader	3,454	-	-	-	-	-	-	-	3,454
Recreation & Community Services	Community Services Leader	7,490	-	-	-	-	-	-	-	7,490
Recreation & Community Services	Community Services Leader	8,375	-	-	-	-	-	-	-	8,375
Recreation & Community Services	Community Services Leader	2,759	-	-	-	-	-	-	-	2,759
Recreation & Community Services	Community Services Leader	178	-	-	-	-	-	-	-	178

- (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, 2014, the total contribution rate was 18.566%. Of this rate, the normal pension cost for current services was 10.263%. The balance of 8.303% is applied toward the City's unfunded pension liability.
- (5) Employer Contribution to Traditional 457 or Retiree Health Plan.

City of Mission Viejo
2014 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
Recreation & Community Services	Community Services Leader	225	-	-	-	-	-	-	-	225
Recreation & Community Services	Community Services Leader	3,180	-	-	-	-	-	-	-	3,180
Recreation & Community Services	Community Services Leader	2,450	-	-	-	-	-	-	-	2,450
Recreation & Community Services	Community Services Leader	1,948	-	-	-	-	-	-	-	1,948
Recreation & Community Services	Community Services Manager	3,022	-	29,234	-	76	536	-	741	33,608
Recreation & Community Services	Community Services Manager	135,842	-	-	1,440	2,504	24,636	-	11,700	176,121
Recreation & Community Services	Community Services Specialist	35,788	2,362	-	-	656	6,493	900	6,156	52,355
Recreation & Community Services	Community Services Specialist	37,896	3,090	-	-	693	6,876	-	15,168	63,722
Recreation & Community Services	Community Services Specialist	39,851	342	-	-	709	7,245	1,200	11,700	61,048
Recreation & Community Services	Community Services Specialist	37,652	342	-	-	690	6,859	1,200	12,684	59,427
Recreation & Community Services	Community Services Specialist	13,448	-	-	-	312	2,774	-	5,850	22,384
Recreation & Community Services	Community Services Specialist	35,131	753	-	-	659	6,463	-	8,775	51,781
Recreation & Community Services	Community Services Supervisor	57,914	-	-	1,108	1,012	10,537	-	9,000	79,571
Recreation & Community Services	Community Services Supervisor	84,666	-	-	1,440	1,543	15,366	-	11,700	114,714
Recreation & Community Services	Community Services Supervisor	74,761	-	-	1,440	1,348	13,565	-	9,000	100,113
Recreation & Community Services	Community Services Supervisor	84,005	-	-	1,440	1,514	15,242	-	11,700	113,900
Recreation & Community Services	Community Services Supervisor	65,528	-	-	1,440	1,187	11,897	-	11,700	91,752
Recreation & Community Services	Community Services Supervisor	85,654	-	-	720	1,565	15,542	-	11,700	115,182
Recreation & Community Services	Community Services Leader	1,374	-	-	-	-	-	-	-	1,374
Recreation & Community Services	Department Assistant	46,110	6	1,767	-	843	8,366	-	11,700	68,793
Recreation & Community Services	Department Assistant	347	-	43	-	9	61	-	912	1,372
Recreation & Community Services	Department Assistant	29,380	-	-	-	536	5,332	-	5,850	41,098
Recreation & Community Services	Department Assistant	40,114	66	-	-	731	7,280	-	8,775	56,966
Recreation & Community Services	Director of Recreation & Community Services ***	84,006	-	-	3,101	341	15,464	-	7,584	110,497
Recreation & Community Services	Director of Recreation & Community Services ***	3,671	-	19,551	-	92	651	-	907	24,872
Recreation & Community Services	Lifeguard	1,694	-	-	-	-	-	-	-	1,694
Recreation & Community Services	Lifeguard	392	-	-	-	-	-	-	-	392
Recreation & Community Services	Lifeguard	3,918	-	-	-	-	-	-	-	3,918
Recreation & Community Services	Lifeguard	585	-	-	-	-	-	-	-	585
Recreation & Community Services	Lifeguard	389	-	-	-	-	-	-	-	389
Recreation & Community Services	Lifeguard	789	-	-	-	-	-	-	-	789
Recreation & Community Services	Lifeguard	6,286	-	-	-	-	-	-	-	6,286
Recreation & Community Services	Lifeguard	2,225	-	-	-	-	-	-	-	2,225
Recreation & Community Services	Lifeguard	3,676	-	-	-	-	-	-	-	3,676
Recreation & Community Services	Lifeguard	1,755	-	-	-	-	-	-	-	1,755
Recreation & Community Services	Lifeguard	6,272	-	-	-	-	-	-	-	6,272
Recreation & Community Services	Lifeguard	3,710	-	-	-	-	-	-	-	3,710
Recreation & Community Services	Lifeguard	1,297	-	-	-	-	-	-	-	1,297
Recreation & Community Services	Lifeguard	1,521	-	-	-	-	-	-	-	1,521

- (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, 2014, the total contribution rate was 18.566%. Of this rate, the normal pension cost for current services was 10.263%. The balance of 8.303% is applied toward the City's unfunded pension liability.
- (5) Employer Contribution to Traditional 457 or Retiree Health Plan.

City of Mission Viejo
2014 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
Recreation & Community Services	Lifeguard	2,394	-	-	-	-	-	-	-	2,394
Recreation & Community Services	Lifeguard	2,716	-	-	-	-	-	-	-	2,716
Recreation & Community Services	Lifeguard	1,998	-	-	-	-	-	-	-	1,998
Recreation & Community Services	Lifeguard	1,114	-	-	-	-	-	-	-	1,114
Recreation & Community Services	Lifeguard	41	-	-	-	-	-	-	-	41
Recreation & Community Services	Lifeguard	3,572	-	-	-	-	-	-	-	3,572
Recreation & Community Services	Lifeguard	5,061	-	-	-	-	-	-	-	5,061
Recreation & Community Services	Lifeguard	720	-	-	-	-	-	-	-	720
Recreation & Community Services	Lifeguard	3,475	-	-	-	-	-	-	-	3,475
Recreation & Community Services	Lifeguard	2,043	-	-	-	-	-	-	-	2,043
Recreation & Community Services	Lifeguard	7,649	-	-	-	-	-	-	-	7,649
Recreation & Community Services	Lifeguard	8,282	-	-	-	-	-	-	-	8,282
Recreation & Community Services	Lifeguard	5,049	-	-	-	-	-	-	-	5,049
Recreation & Community Services	Lifeguard	2,015	-	-	-	-	-	-	-	2,015
Recreation & Community Services	Lifeguard	2,186	-	-	-	-	-	-	-	2,186
Recreation & Community Services	Lifeguard	2,143	-	-	-	-	-	-	-	2,143
Recreation & Community Services	Senior Community Services Leader	492	-	-	-	-	-	-	-	492
Recreation & Community Services	Senior Community Services Leader	5,802	-	-	-	-	-	-	-	5,802
Recreation & Community Services	Senior Community Services Leader	8,897	-	-	-	-	-	-	-	8,897
Recreation & Community Services	Senior Community Services Leader	7,155	31	-	-	-	-	-	-	7,186
Recreation & Community Services	Senior Community Services Leader	11,428	730	-	-	-	2,074	-	-	14,233
Recreation & Community Services	Senior Community Services Leader	11,021	-	-	-	-	-	-	-	11,021
Recreation & Community Services	Senior Community Services Leader	8,712	-	-	-	-	-	-	-	8,712
Recreation & Community Services	Senior Community Services Leader	2,789	-	-	-	-	-	-	-	2,789
Recreation & Community Services	Senior Community Services Leader	9,933	-	-	-	-	-	-	-	9,933
Recreation & Community Services	Senior Community Services Leader	15,175	-	-	-	-	-	-	-	15,175
Recreation & Community Services	Senior Community Services Leader	12,240	-	-	-	-	-	-	-	12,240
Recreation & Community Services	Senior Community Services Leader	3,660	-	-	-	68	665	-	-	4,393
Recreation & Community Services	Senior Department Assistant	38,303	-	-	-	698	6,952	900	6,150	53,003
Recreation & Community Services	Senior Lifeguard	2,613	-	-	-	-	-	-	-	2,613
Recreation & Community Services	Senior Lifeguard	2,244	-	-	-	-	-	-	-	2,244
Recreation & Community Services	Senior Lifeguard	5,702	-	-	-	68	1,022	-	-	6,791
Recreation & Community Services	Senior Lifeguard	2,588	-	-	-	23	469	-	-	3,079
Recreation & Community Services	Senior Lifeguard	1,873	-	-	-	-	-	-	-	1,873
Recreation & Community Services	Senior Lifeguard	3,058	-	-	-	-	-	-	-	3,058
Recreation & Community Services	Temporary Employee	7,000	-	-	-	-	-	-	-	7,000

* Director of Community Development retired in December 2013, his final paycheck fell in 2014 which is listed here.

** Director of Library & Cultural Services retired in May 2014.

- (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, 2014, the total contribution rate was 18.566%. Of this rate, the normal pension cost for current services was 10.263%. The balance of 8.303% is applied toward the City's unfunded pension liability.
- (5) Employer Contribution to Traditional 457 or Retiree Health Plan.

City of Mission Viejo 2014 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
------------------------	-----------	-------------------	--------------	------------------	---------------	----------------------------------	--------------------------	---	------------------------	--------------------------

*** Director of Recreation & Community Services retired in December 2013, his final paycheck fell in 2014 which is listed here.

- (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, 2014, the total contribution rate was 18.566%. Of this rate, the normal pension cost for current services was 10.263%. The balance of 8.303% is applied toward the City's unfunded pension liability.
- (5) Employer Contribution to Traditional 457 or Retiree Health Plan.