

City of Mission Viejo
2016 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	224,700	-	22,254	8,040	-	43,658	-	12,744	311,396
Public Services	Acm/Dir Of Pblc Srvc	193,306	-	10,800	10,486	-	38,203	2,833	12,744	268,372
Information Technology	Director Info Tech	177,898	-	11,683	9,474	-	35,202	900	13,614	248,770
Administrative Services	Director Admn Srvc	177,486	-	-	6,240	-	34,485	2,100	5,400	225,711
Community Development	Director Comm Dev	163,833	-	-	9,793	-	32,755	900	11,700	218,981
Public Works	Director Pblc Works	162,635	-	-	6,240	-	31,599	2,025	15,918	218,417
City Clerk	Director Comm Rel/Cc	153,122	-	5,809	7,168	-	30,200	900	16,068	213,265
Recreation & Community Srvc	Director Rec & Cs	145,875	-	3,005	6,743	-	28,695	2,100	9,108	195,527
Library	Director Lib&Cul Svc	122,554	-	-	5,040	-	23,812	2,100	16,068	169,573

(1) Time Off Accrual Payments.

(2) Includes Retroactive Pay, Car and Phone Allowances.

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

(4) Employer Share of Pension Contributions. At December 31, 2016 the total contribution rate was 20.282%. Of this rate, the normal pension cost for current services was 10.842%. The balance of 9.44% is applied toward the City's unfunded pension liability.

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