

City of Mission Viejo
2016 Government 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	74,334	-	5,763	370	-	14,516	900	13,614	109,497
Administrative Services	Accountant	61,586	-	-	885	-	12,132	2,100	11,700	88,403
Administrative Services	Accounting Clerk	7,819	-	-	-	-	1,586	300	625	10,330
Administrative Services	Accounting Clerk	45,877	-	-	549	-	9,020	180	11,700	67,326
Administrative Services	Accounting Suprvisor	108,867	-	5,234	-	-	21,152	900	16,068	152,222
Administrative Services	Acctg Info Specialst	73,162	-	-	929	-	14,404	900	8,775	98,171
Administrative Services	Acctg Technician	49,330	-	-	15	-	9,589	1,050	16,068	76,052
Administrative Services	Administrative Asst	62,899	102	-	-	-	12,221	900	11,700	87,822
Administrative Services	Bdgt & Purch Analyst	79,158	-	-	3,558	-	15,780	2,100	9,108	109,705
Administrative Services	Director Admn Srvcs	177,486	-	-	6,240	-	34,485	2,100	5,400	225,711
Administrative Services	Hr Coodinator	7,300	-	-	-	-	-	-	-	7,300
Administrative Services	Human Rsrces Analyst	86,283	-	-	72	-	16,781	900	9,000	113,036
Administrative Services	Human Rsrces Manager	101,461	-	-	2,844	-	19,996	900	12,567	137,767
Administrative Services	Payroll & Acctg Tech	53,945	1,039	-	616	-	10,693	2,100	5,868	74,261
Administrative Services	Sr Department Asst	54,778	-	-	367	-	10,716	900	15,861	82,622
Administrative Services	Treasury Assistant	64,540	-	-	856	-	12,712	2,100	13,614	93,822
Administrative Services	Treasury Manager	130,198	-	20,865	1,440	-	25,297	900	8,775	187,474
City Clerk	Assistant City Clerk	77,469	-	-	193	-	15,091	900	16,068	109,721
City Clerk	Director Comm Rel/Cc	153,122	-	5,809	7,168	-	30,200	900	16,068	213,265
City Clerk	Mrktg Grphcs Designr	65,850	-	-	423	-	12,881	900	16,068	96,122
City Clerk	Public Info Spclst	53,808	-	-	31	-	-	-	-	53,839
City Clerk	Rcds/Tv Prod Coord	68,598	-	-	1,440	-	13,339	2,100	11,700	97,177
City Council	City Council Member	462	-	-	-	-	94	-	-	555
City Council	City Council Member	462	-	-	-	-	94	-	-	555
City Council	City Council Member	12,000	-	-	-	-	-	1,200	5,400	18,600
City Council	City Council Member	12,000	-	-	-	-	4,663	2,400	10,277	29,341
City Council	City Council Member	12,000	-	-	-	-	4,663	2,400	10,800	29,863
City Council	City Council Member	12,000	-	-	-	-	2,332	-	8,565	22,896
City Council	City Council Member	12,000	-	-	-	-	-	2,400	10,800	25,200
City Manager	City Manager	224,700	-	22,254	8,040	-	43,658	-	12,744	311,396
City Manager	Executive Assistant	68,363	150	-	804	-	13,403	900	13,614	97,234
City Manager	Senior Executive Ast	77,938	-	-	1,440	-	15,143	900	11,700	107,120

(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.

City of Mission Viejo
2016 Government 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	Administrative Asst	62,502	654	1,437	635	-	12,172	900	11,700	90,000
Community Development	Associate Planner	79,123	-	-	18	-	15,377	2,100	16,068	112,686
Community Development	Bus Relations Concierge	130,936	-	23,921	1,440	-	25,440	900	11,700	194,337
Community Development	Code Enf Officer-B	44,878	-	-	941	-	8,821	-	4,041	58,681
Community Development	Code Enforcement Supervisor	66,814	-	7,610	443	-	4,981	-	3,221	83,069
Community Development	Director Comm Dev	163,833	-	-	9,793	-	32,755	900	11,700	218,981
Community Development	Planning Technician	874	-	-	-	-	177	-	-	1,051
Community Development	Plng & Econ Dev Mgr	132,518	-	-	1,893	-	25,835	2,100	16,068	178,414
Community Development	Senior Planner	96,558	-	4,636	194	-	18,801	900	11,700	132,790
Community Development	Sr Code Enfmnt Offcr	79,346	-	-	831	-	15,427	-	11,700	107,303
Information Technology	Administrative Asst	41,008	-	-	-	-	8,013	1,625	5,711	56,358
Information Technology	Director Info Tech	177,898	-	11,683	9,474	-	35,202	900	13,614	248,770
Information Technology	Info Tech Manager	116,522	-	-	1,440	-	22,640	900	16,068	157,569
Information Technology	Info Tech Specialist	92,526	-	-	2,247	-	18,140	2,100	9,108	124,122
Information Technology	Info Tech Specialist	88,028	-	-	2,040	-	17,224	2,100	11,700	121,092
Information Technology	Info Tech Specialist	89,189	-	8,076	6,144	-	18,244	900	11,700	134,253
Information Technology	Info Tech Specialist	98,590	-	7,322	10,061	-	20,762	900	11,700	149,334
Information Technology	Info Tech Technician	55,832	-	-	3,517	-	11,245	2,100	5,400	78,093
Information Technology	Info Tech Technician	57,578	-	-	3,781	-	11,592	1,200	11,156	85,307
Information Technology	It Srvc Delivery Mgr	103,645	-	-	22,125	-	24,003	2,100	16,068	167,941
Library	Asst Library Clerk-A	12,277	-	-	-	-	-	-	-	12,277
Library	Asst Library Clerk-B	8,763	-	-	-	-	-	-	-	8,763
Library	Asst Library Clerk-B	15,236	-	-	69	-	-	-	-	15,306
Library	Asst Library Clerk-B	2,417	-	-	-	-	-	-	-	2,417
Library	Asst Library Clerk-B	9,115	-	-	-	-	-	-	-	9,115
Library	Asst Library Clerk-B	12,703	-	-	-	-	2,474	-	-	15,176
Library	Asst Library Clerk-B	10,639	-	-	-	-	-	-	-	10,639
Library	Asst Library Clerk-B	4,974	-	-	-	-	-	-	-	4,974
Library	Asst Library Clerk-B	168	-	-	-	-	-	-	-	168
Library	Asst Library Clerk-B	17,064	-	-	-	-	-	-	-	17,064
Library	Asst Library Clerk-B	5,194	-	-	-	-	-	-	-	5,194
Library	Asst Library Clerk-B	8,551	-	-	781	-	-	-	-	9,331

(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.

City of Mission Viejo
2016 Government 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 Srvc Supv	79,019	-	4,939	2,266	-	15,506	900	13,469	116,099
Library	Cultural Srvc Supv	84,488	-	-	1,440	-	16,405	900	11,700	114,933
Library	Director Lib&Cul Svc	122,554	-	-	5,040	-	23,812	2,100	16,068	169,573
Library	Lead Library Page	9,406	-	-	-	-	-	-	-	9,406
Library	Lead Library Page	10,959	-	-	397	-	-	-	-	11,356
Library	Librarian I	27,386	-	-	-	-	5,451	450	2,502	35,789
Library	Librarian I	41,944	-	-	-	-	8,226	900	7,056	58,126
Library	Librarian I	50,476	-	-	336	-	9,751	900	15,168	76,631
Library	Librarian II	62,407	-	-	975	-	12,261	1,200	9,108	85,951
Library	Librarian II	70,266	-	-	-	-	13,662	900	5,400	90,228
Library	Librarian II	7,906	-	12,017	387	-	1,541	-	550	22,400
Library	Librarian II	64,226	-	3,069	122	-	12,507	-	11,700	91,623
Library	Librarian II	20,838	-	28,229	-	-	3,871	-	3,186	56,124
Library	Library Assistant	41,950	719	-	123	-	8,173	1,050	9,108	61,124
Library	Library Assistant	31,993	-	-	1,273	-	6,291	477	11,700	51,733
Library	Library Assistant	25,934	-	-	137	-	5,066	1,500	2,100	34,738
Library	Library Clerk-A	39,084	-	2,429	4	-	7,594	900	8,775	58,787
Library	Library Clerk-A	27,578	-	-	-	-	5,358	-	5,850	38,786
Library	Library Clerk-B	26,889	-	-	31	-	5,236	1,200	6,831	40,188
Library	Library Clerk-B	25,508	-	-	-	-	4,956	1,500	4,053	36,016
Library	Library Manager	70,470	-	-	1,720	-	13,744	1,200	16,068	103,202
Library	Library Manager	83,366	-	-	4,186	-	16,658	900	11,700	116,811
Library	Library Manager	82,160	-	-	1,440	-	15,963	1,050	16,068	116,681
Library	Library Page	5,411	-	-	-	-	-	-	-	5,411
Library	Library Page	6,506	-	-	-	-	-	-	-	6,506
Library	Library Page	6,965	-	-	-	-	-	-	-	6,965
Library	Library Page	8,117	-	-	284	-	-	-	-	8,402
Library	Library Page	4,582	-	-	-	-	-	-	-	4,582
Library	Library Page	3,929	-	-	-	-	-	-	-	3,929
Library	Library Page	7,755	-	-	191	-	-	-	-	7,946
Library	Library Page	917	-	-	8	-	-	-	-	925
Library	Library Page	4,439	-	-	-	-	-	-	-	4,439

(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.

City of Mission Viejo
2016 Government 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	Library Page	8,497	-	-	-	-	-	-	-	8,497
Library	Library Page	6,263	-	-	-	-	-	-	-	6,263
Library	Library Spclst-A	8,067	-	-	49	-	-	-	-	8,116
Library	Library Spclst-B	4,958	-	-	-	-	981	-	-	5,939
Library	Library Spclst-B	7,289	-	-	-	-	-	-	-	7,289
Library	Library Spclst-B	3,326	-	-	4	-	654	-	-	3,984
Library	Library Spclst-B	9,738	-	-	-	-	-	-	-	9,738
Library	Library Svcs Coord	62,899	-	-	-	-	12,221	900	16,068	92,088
Library	Office Assistant	17,342	-	-	164	-	3,366	-	-	20,872
Library	On-Call Librarian	15,615	-	-	45	-	-	-	-	15,660
Library	On-Call Librarian	14,580	-	-	52	-	-	-	-	14,631
Library	On-Call Librarian	7,444	-	-	42	-	-	-	-	7,486
Library	On-Call Librarian	1,430	-	-	-	-	279	-	-	1,709
Library	On-Call Librarian	3,823	-	-	-	-	-	-	-	3,823
Library	On-Call Librarian	25,248	-	-	-	-	-	-	-	25,248
Library	On-Call Librarian	3,587	-	-	-	-	-	-	-	3,587
Library	On-Call Librarian	8,447	-	-	-	-	-	-	-	8,447
Library	On-Call Librarian	191	-	-	-	-	36	-	-	227
Library	On-Call Librarian	23,718	-	-	412	-	-	-	-	24,131
Library	On-Call Librarian	7,180	-	-	16	-	-	-	-	7,195
Library	On-Call Librarian	115	-	-	-	-	-	-	-	115
Library	On-Call Librarian	10,188	-	-	200	-	-	-	-	10,388
Library	On-Call Librarian	27,909	-	-	105	-	-	-	-	28,014
Library	Programs & Outreach Librarian	28,284	-	-	151	-	5,528	1,500	2,100	37,563
Library	Senior Librarian	84,843	-	-	-	-	16,485	900	11,700	113,928
Library	Senior Librarian	69,986	-	10,877	428	-	13,684	-	12,744	107,718
Library	Senior Librarian	74,336	-	-	252	-	14,493	2,100	9,108	100,289
Library	Senior Library Asst	1,006	-	-	-	-	204	25	-	1,235
Library	Senior Library Asst	15,723	-	-	122	-	622	-	-	16,467
Library	Senior Library Asst	50,827	-	-	3,189	-	10,495	900	11,700	77,112
Public Services	Acm/Dir Of Pblc Srvc	193,306	-	10,800	10,486	-	38,203	2,833	12,744	268,372
Public Services	Animal Srvc Assitant	36,819	2,267	-	66	-	7,414	250	9,481	56,298

(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.

City of Mission Viejo
2016 Government 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	Animal Srvc Assitant	36,698	1,560	-	54	-	7,269	1,050	16,068	62,700
Public Services	Animal Srvc Assitant	39,914	2,161	-	461	-	7,948	2,100	13,584	66,167
Public Services	Animal Srvc Assitant	31,008	1,318	-	-	-	6,185	900	3,600	43,011
Public Services	Animal Srvc Assitant	2,174	-	1,400	-	-	431	100	116	4,221
Public Services	Animal Srvc Assitant	6,480	628	-	-	-	1,354	-	450	8,912
Public Services	Animal Srvc Field Supervisor	74,113	2,463	-	4,144	-	15,120	2,100	13,895	111,835
Public Services	Animal Srvc Lic Rep	2,698	-	-	-	-	547	-	-	3,245
Public Services	Animal Srvc Lic Rep	42,242	19	-	49	-	8,241	1,500	7,457	59,508
Public Services	Animal Srvc Lic Rep	42,645	-	-	-	-	8,289	900	16,068	67,902
Public Services	Animal Srvc Manager	108,992	-	-	5,954	-	21,941	900	12,744	150,531
Public Services	Animal Srvc Officer	3,480	-	-	-	-	706	-	-	4,186
Public Services	Animal Srvc Officer	3,870	-	-	-	-	785	-	-	4,655
Public Services	Animal Srvc Officer	17,467	1,310	-	440	-	3,779	300	2,502	25,798
Public Services	Animal Srvc Officer	21,000	1,772	-	1,202	-	4,442	-	4,828	33,244
Public Services	Animal Srvc Officer	52,438	4,536	-	4,276	-	10,589	-	9,108	80,947
Public Services	Animal Srvc Officer	19,747	1,264	2,578	1,890	-	3,865	450	5,014	34,808
Public Services	Animal Srvc Officer	69,324	6,514	3,341	6,980	-	14,854	2,100	13,584	116,697
Public Services	Animal Srvc Officer	58,240	5,348	-	3,608	-	11,766	2,100	16,068	97,130
Public Services	Animal Srvc Operatns Suprvisr	79,397	-	-	5,355	-	16,174	1,800	13,584	116,310
Public Services	Animal Srvc Rep	44,322	286	-	322	-	8,677	2,100	11,700	67,408
Public Services	Animal Srvc Rep	41,402	328	-	71	-	8,059	1,800	5,400	57,060
Public Services	Animal Svc Vol Coord	47,410	-	-	-	-	9,236	240	6,863	63,748
Public Services	Custodian	32,223	796	-	-	-	6,217	1,200	9,108	49,544
Public Services	Emergncy Srvc Mgr	133,557	-	-	1,440	-	25,949	900	15,168	177,014
Public Services	Facilities Maint Mgr	118,851	-	-	1,940	-	23,092	900	11,700	156,483
Public Services	Pblc Svcs Opertn Mgr	140,620	-	-	12,910	-	28,542	900	13,614	196,586
Public Services	Pblc Svcs Supervisor	94,502	17,845	-	5,560	-	18,799	2,100	16,068	154,873
Public Services	Pblc Svcs Supervisor	99,029	7,356	3,809	2,630	-	19,241	900	16,068	149,032
Public Services	Pblc Svcs Supervisor	3,047	-	26,948	55	-	637	-	-	30,687
Public Services	Pblc Svcs Supervisor	98,785	7,271	-	3,677	-	19,351	500	15,918	145,501
Public Services	Pblc Svcs Supervisor	88,632	27,647	-	8,955	-	17,946	900	16,068	160,148
Public Services	Public Srvc Assist	12,605	-	-	202	-	-	-	-	12,806

(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.

City of Mission Viejo
2016 Government 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 Srvc Assist	5,738	10	-	18	-	1,142	-	-	6,907
Public Services	Public Srvc Assist	3,066	-	-	-	-	-	-	-	3,066
Public Services	Public Srvc Assist	4,415	-	-	-	-	-	-	-	4,415
Public Services	Public Srvc Assist	2,644	-	-	-	-	491	-	-	3,135
Public Services	Public Srvc Assist	686	-	-	-	-	-	-	-	686
Public Services	Sr Department Asst	25,726	-	-	-	-	4,999	1,500	2,100	34,325
Public Services	Sr Department Asst	46,611	-	-	752	-	9,200	2,100	16,068	74,730
Public Services	Sr Pblc Svc Cnt Admn	68,848	13,927	4,336	8,035	-	13,377	2,100	13,584	124,207
Public Services	Sr Pblc Svc Cnt Admn	74,038	12,334	-	6,481	-	14,383	900	15,051	123,186
Public Services	Sr Pblc Svc Cnt Admn	71,348	28,924	-	16,476	-	15,845	900	15,918	149,412
Public Services	Sr Pblc Svc Cnt Admn	53,200	4,305	-	1,291	-	10,504	900	11,012	81,212
Public Services	Sr Pblc Svc Cnt Admn	76,348	6,976	8,370	4,625	-	15,170	2,100	9,108	122,697
Public Services	Sr Pblc Svc Cnt Admn	79,930	7,424	-	2,971	-	15,931	900	13,614	120,769
Public Works	Administrative Asst	62,899	-	-	-	-	12,221	900	13,614	89,634
Public Works	Asst City Enginer	114,317	-	-	1,440	-	22,211	-	11,700	149,668
Public Works	City Engineer	144,664	-	-	5,640	-	28,107	900	9,000	188,311
Public Works	Director Pblc Works	162,635	-	-	6,240	-	31,599	2,025	15,918	218,417
Public Works	Envrnmntl Prog Admnr	101,415	-	-	4,642	-	20,368	900	16,068	143,393
Public Works	Program Engineer	74,739	-	-	3,268	-	15,213	900	9,774	103,894
Public Works	Sr Engineering Tech	67,080	-	-	3,147	-	13,621	900	11,700	96,449
Public Works	Sr Pblc Wrks Inspctr	86,112	10,247	-	858	-	16,731	900	12,048	126,896
Public Works	Sr Pblc Wrks Inspctr	86,112	16,984	3,312	858	-	16,731	-	12,946	136,944
Public Works	Traffic/Transp Engr	113,377	-	-	1,440	-	22,031	2,100	13,584	152,531
Public Works	Transprtation Anlyst	73,684	-	5,659	2,494	-	14,661	1,200	11,700	109,398
Recreation & Community Srvc	Administrative Asst	43,920	115	-	-	-	8,548	900	7,740	61,224
Recreation & Community Srvc	Comm Srvc Manager	97,683	-	-	1,977	-	19,094	900	9,000	128,655
Recreation & Community Srvc	Comm Srvc Manager	97,635	-	-	2,837	-	19,259	1,350	5,400	126,482
Recreation & Community Srvc	Comm Srvc Specialist	38,926	2,863	-	671	-	7,633	-	16,068	66,161
Recreation & Community Srvc	Comm Srvc Specialist	37,339	485	-	-	-	7,277	1,800	9,000	55,901
Recreation & Community Srvc	Comm Srvc Specialist	39,590	-	-	213	-	7,734	1,200	13,584	62,322
Recreation & Community Srvc	Comm Srvc Specialist	16,935	406	2,136	-	-	3,196	-	3,900	26,574
Recreation & Community Srvc	Comm Srvc Suprvisor	68,918	-	-	2,561	-	13,571	900	9,000	94,950

(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.

City of Mission Viejo
2016 Government 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 Svcs	Comm Srvc Suprvisor	85,696	-	-	1,440	-	16,650	900	11,700	116,386
Recreation & Community Svcs	Comm Srvc Suprvisor	66,202	-	-	3,624	-	13,289	2,100	9,108	94,323
Recreation & Community Svcs	Comm Srvc Suprvisor	58,998	-	29,431	997	-	11,236	375	7,611	108,648
Recreation & Community Svcs	Comm Srvc Suprvisor	72,589	-	4,738	1,808	-	14,180	900	11,700	105,915
Recreation & Community Svcs	Comm Srvc Suprvisor	85,696	-	-	720	-	16,650	600	11,700	115,366
Recreation & Community Svcs	Comm Svcs Leader	1,141	-	-	37	-	-	-	-	1,177
Recreation & Community Svcs	Comm Svcs Leader	1,619	-	-	-	-	-	-	-	1,619
Recreation & Community Svcs	Comm Svcs Leader	2,345	-	-	-	-	-	-	-	2,345
Recreation & Community Svcs	Comm Svcs Leader	941	-	-	-	-	-	-	-	941
Recreation & Community Svcs	Comm Svcs Leader	564	-	-	5	-	-	-	-	569
Recreation & Community Svcs	Comm Svcs Leader	5,903	-	-	123	-	-	-	-	6,026
Recreation & Community Svcs	Comm Svcs Leader	145	-	-	-	-	-	-	-	145
Recreation & Community Svcs	Comm Svcs Leader	741	-	-	-	-	-	-	-	741
Recreation & Community Svcs	Comm Svcs Leader	5,606	-	-	-	-	-	-	-	5,606
Recreation & Community Svcs	Comm Svcs Leader	811	-	-	14	-	-	-	-	825
Recreation & Community Svcs	Comm Svcs Leader	4,367	-	-	41	-	-	-	-	4,408
Recreation & Community Svcs	Comm Svcs Leader	10,810	-	-	122	-	-	-	-	10,933
Recreation & Community Svcs	Comm Svcs Leader	7,843	-	-	50	-	-	-	-	7,893
Recreation & Community Svcs	Comm Svcs Leader	7,112	-	-	151	-	-	-	-	7,264
Recreation & Community Svcs	Comm Svcs Leader	2,758	-	-	-	-	-	-	-	2,758
Recreation & Community Svcs	Comm Svcs Leader	4,512	-	-	-	-	878	-	-	5,390
Recreation & Community Svcs	Comm Svcs Leader	1,978	-	-	1	-	-	-	-	1,979
Recreation & Community Svcs	Comm Svcs Leader	3,701	-	-	-	-	-	-	-	3,701
Recreation & Community Svcs	Comm Svcs Leader	5,174	-	-	-	-	-	-	-	5,174
Recreation & Community Svcs	Comm Svcs Leader	7,080	-	-	-	-	-	-	-	7,080
Recreation & Community Svcs	Comm Svcs Leader	6,372	-	-	18	-	-	-	-	6,390
Recreation & Community Svcs	Comm Svcs Leader	1,142	-	-	-	-	-	-	-	1,142
Recreation & Community Svcs	Comm Svcs Leader	8,930	-	-	-	-	-	-	-	8,930
Recreation & Community Svcs	Comm Svcs Leader	633	-	-	-	-	-	-	-	633
Recreation & Community Svcs	Comm Svcs Leader	5,836	-	-	-	-	-	-	-	5,836
Recreation & Community Svcs	Comm Svcs Leader	10,347	-	-	97	-	-	-	-	10,444
Recreation & Community Svcs	Comm Svcs Leader	9,621	-	-	-	-	-	-	-	9,621

(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.

City of Mission Viejo
2016 Government 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 Svcs	Comm Svcs Leader	7,645	-	-	182	-	-	-	-	7,827
Recreation & Community Svcs	Comm Svcs Leader	2,399	-	-	10	-	-	-	-	2,409
Recreation & Community Svcs	Comm Svcs Leader	3,546	-	-	7	-	-	-	-	3,553
Recreation & Community Svcs	Comm Svcs Leader	1,594	-	-	-	-	-	-	-	1,594
Recreation & Community Svcs	Comm Svcs Leader	9,797	-	-	129	-	-	-	-	9,926
Recreation & Community Svcs	Comm Svcs Leader	2,809	-	-	-	-	-	-	-	2,809
Recreation & Community Svcs	Comm Svcs Leader	6,531	-	-	6	-	-	-	-	6,537
Recreation & Community Svcs	Comm Svcs Leader	10,424	523	-	31	-	-	-	-	10,978
Recreation & Community Svcs	Comm Svcs Leader	7,195	-	-	33	-	-	-	-	7,228
Recreation & Community Svcs	Comm Svcs Leader	9,414	-	-	33	-	-	-	-	9,446
Recreation & Community Svcs	Comm Svcs Leader	5,753	-	-	-	-	-	-	-	5,753
Recreation & Community Svcs	Comm Svcs Leader	6,612	-	-	13	-	-	-	-	6,625
Recreation & Community Svcs	Comm Svcs Leader	4,552	-	-	-	-	-	-	-	4,552
Recreation & Community Svcs	Comm Svcs Leader	7,681	-	-	23	-	-	-	-	7,704
Recreation & Community Svcs	Cs Coordinator-A	72,165	-	-	720	-	14,017	-	11,700	98,602
Recreation & Community Svcs	Cs Coordinator-B	50,526	-	-	1,523	-	9,840	900	16,068	78,858
Recreation & Community Svcs	Cs Coordinator-B	60,140	-	-	1,420	-	11,831	-	11,700	85,092
Recreation & Community Svcs	Cs Coordinator-B	39,499	3,874	-	-	-	7,675	1,500	9,108	61,656
Recreation & Community Svcs	Cs Coordinator-B	50,014	-	-	720	-	9,753	900	11,281	72,668
Recreation & Community Svcs	Cs Coordinator-B	57,275	-	-	360	-	11,128	900	8,752	78,415
Recreation & Community Svcs	Cs Coordinator-B	2,742	-	-	-	-	556	-	-	3,298
Recreation & Community Svcs	Cs Coordinator-B	49,497	-	-	942	-	9,808	600	16,068	76,915
Recreation & Community Svcs	Department Assistant	46,862	-	-	-	-	9,105	900	11,700	68,567
Recreation & Community Svcs	Director Rec & Cs	145,875	-	3,005	6,743	-	28,695	2,100	9,108	195,527
Recreation & Community Svcs	Lifeguard	63	-	-	-	-	-	-	-	63
Recreation & Community Svcs	Lifeguard	197	-	-	-	-	-	-	-	197
Recreation & Community Svcs	Lifeguard	1,378	-	-	-	-	-	-	-	1,378
Recreation & Community Svcs	Lifeguard	718	-	-	-	-	-	-	-	718
Recreation & Community Svcs	Lifeguard	3,293	-	-	20	-	-	-	-	3,312
Recreation & Community Svcs	Lifeguard	1,718	-	-	-	-	-	-	-	1,718
Recreation & Community Svcs	Lifeguard	902	-	-	-	-	-	-	-	902
Recreation & Community Svcs	Lifeguard	3,239	-	-	23	-	-	-	-	3,262

(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.

City of Mission Viejo
2016 Government 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 Svcs	Lifeguard	2,113	-	-	-	-	-	-	-	2,113
Recreation & Community Svcs	Lifeguard	1,433	-	-	-	-	-	-	-	1,433
Recreation & Community Svcs	Lifeguard	2,948	-	-	-	-	-	-	-	2,948
Recreation & Community Svcs	Lifeguard	1,850	-	-	-	-	-	-	-	1,850
Recreation & Community Svcs	Lifeguard	5,211	-	-	-	-	-	-	-	5,211
Recreation & Community Svcs	Lifeguard	9,690	-	-	-	-	-	-	-	9,690
Recreation & Community Svcs	Lifeguard	2,336	-	-	5	-	-	-	-	2,341
Recreation & Community Svcs	Lifeguard	4,464	-	-	22	-	-	-	-	4,486
Recreation & Community Svcs	Lifeguard	1,528	-	-	-	-	-	-	-	1,528
Recreation & Community Svcs	Lifeguard	6,990	-	-	28	-	-	-	-	7,018
Recreation & Community Svcs	Lifeguard	9,654	-	-	8	-	-	-	-	9,662
Recreation & Community Svcs	Lifeguard	10	-	-	13	-	-	-	-	24
Recreation & Community Svcs	Lifeguard	5,293	-	-	18	-	-	-	-	5,311
Recreation & Community Svcs	Lifeguard	6,305	-	-	-	-	-	-	-	6,305
Recreation & Community Svcs	Lifeguard	9,804	-	-	18	-	-	-	-	9,822
Recreation & Community Svcs	Lifeguard	1,518	-	-	-	-	-	-	-	1,518
Recreation & Community Svcs	Lifeguard	9,846	-	-	9	-	-	-	-	9,855
Recreation & Community Svcs	Lifeguard	1,545	-	-	-	-	-	-	-	1,545
Recreation & Community Svcs	Lifeguard	4,286	-	-	-	-	-	-	-	4,286
Recreation & Community Svcs	Senior Lifeguard	5,349	5	-	-	-	-	-	-	5,354
Recreation & Community Svcs	Senior Lifeguard	1,684	-	-	-	-	-	-	-	1,684
Recreation & Community Svcs	Senior Lifeguard	275	-	-	-	-	-	-	-	275
Recreation & Community Svcs	Senior Lifeguard	1,634	-	-	-	-	308	-	-	1,942
Recreation & Community Svcs	Senior Lifeguard	15,234	-	-	156	-	-	-	-	15,390
Recreation & Community Svcs	Senior Lifeguard	13,047	-	-	-	-	1,326	-	-	14,373
Recreation & Community Svcs	Senior Lifeguard	3,592	-	-	-	-	-	-	-	3,592
Recreation & Community Svcs	Sr Comm Svcs Leader	10,238	-	-	153	-	-	-	-	10,391
Recreation & Community Svcs	Sr Comm Svcs Leader	160	-	-	2	-	-	-	-	162
Recreation & Community Svcs	Sr Comm Svcs Leader	7,180	-	-	112	-	-	-	-	7,292
Recreation & Community Svcs	Sr Comm Svcs Leader	10,281	-	-	107	-	-	-	-	10,389
Recreation & Community Svcs	Sr Comm Svcs Leader	10,302	-	-	13	-	-	-	-	10,314
Recreation & Community Svcs	Sr Comm Svcs Leader	11,644	-	-	61	-	-	-	-	11,705

(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.

City of Mission Viejo
2016 Government 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 Svcs	Sr Comm Svcs Leader	11,755	-	-	150	-	-	-	-	11,905
Recreation & Community Svcs	Sr Comm Svcs Leader	9,876	48	-	-	-	-	-	-	9,924
Recreation & Community Svcs	Sr Comm Svcs Leader	10,070	-	-	66	-	-	-	-	10,136
Recreation & Community Svcs	Sr Comm Svcs Leader	14,153	619	-	147	-	-	-	-	14,919
Recreation & Community Svcs	Sr Comm Svcs Leader	9,831	-	-	-	-	-	-	-	9,831
Recreation & Community Svcs	Sr Comm Svcs Leader	12,219	-	-	137	-	-	-	-	12,356
Recreation & Community Svcs	Sr Comm Svcs Leader	1,392	-	-	-	-	273	-	-	1,665
Recreation & Community Svcs	Sr Comm Svcs Leader	8,061	-	-	-	-	-	-	-	8,061
Recreation & Community Svcs	Sr Comm Svcs Leader	10,796	136	-	-	-	-	-	-	10,932
Recreation & Community Svcs	Sr Department Asst	47,670	-	-	-	-	9,328	1,800	3,425	62,223
Recreation & Community Svcs	Sr Department Asst	40,381	-	-	1,240	-	8,087	1,800	6,133	57,641
Recreation & Community Svcs	Sr Department Asst	42,648	-	-	1,007	-	8,466	1,200	8,775	62,096

(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.