

City of Mission Viejo
2017 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	228,848	-	13,482	8,040	-	35,806	-	13,614	299,791
Public Services	Acm/Dir Of Pblc Srvc	199,056	-	10,527	6,840	-	31,336	3,637	12,744	264,140
Public Works	Director Pblc Works	166,296	-	-	25,663	-	29,499	3,000	16,968	241,425
Administrative Services	Director Admn Srvc	184,725	-	-	9,820	-	29,786	3,000	5,400	232,731
Community Development	Director Comm Dev	172,931	-	-	10,883	-	28,079	1,800	11,700	225,393
City Clerk	Director Comm Rel/Cc	164,163	-	5,388	5,409	-	25,666	1,800	16,968	219,395
Information Technology	Director Info Tech	164,370	-	-	6,640	-	24,952	1,800	14,484	212,246
Recreation & Community Svcs	Director Rec & Cs	152,168	-	-	6,330	-	24,049	3,000	5,784	191,331
Library	Director Lib&Cul Svc	126,707	-	4,714	8,419	-	20,595	3,000	16,968	180,403

(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, 2017 the total contribution rate was 10.446%. The City's unfunded pension liability is paid separately as a lump sum amount.

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