

City of Mission Viejo
Executive Compensation Report (2023)

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	260,831	-	25,080	30,540	-	26,866	1,650	20,496	365,462
City Manager	Assistant City Manager	238,504	-	27,161	18,163	-	24,587	4,001	20,496	332,912
Public Works	Director Public Works	216,945	-	-	6,540	-	22,365	3,000	22,883	271,733
Community Development	Director Comm Dev	216,945	-	10,436	5,040	-	22,365	1,800	13,440	270,025
Administrative Services	Director Admn Srvcs	216,945	-	-	9,240	-	22,365	3,000	5,400	256,950
Public Services	Director Of Public Services	187,886	-	12,608	7,080	-	19,441	1,800	20,496	249,311
Recreation & Community Svcs	Director Rec & Cs	197,341	-	7,697	5,012	-	20,344	3,000	5,400	238,794
Information Technology	Director Info Tech	160,755	-	7,628	6,540	-	16,601	3,000	22,980	217,504
Animal Services	Director Of Animal Services	159,042	-	3,329	8,618	-	16,665	3,000	16,231	206,885
Library	Director Lib&Cul Svc	158,777	-	-	5,040	-	16,368	3,000	22,980	206,165
Community Relations	Director Comm Relations	147,967	-	17,553	5,040	-	15,254	1,200	11,700	198,713

(1) Time Off Accrual Payments.

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

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

(4) Employer Share of Pension Contributions. At December 31, 2023 the total contribution rate was 10.98%. The City's unfunded pension liability is paid separately as a lump sum amount.

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