

City of Mission Viejo
2018 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	233,688	-	13,033	20,540	-	28,298	1,800	17,916	315,275
Public Services	Acm/Dir Of Pblc Srvc	203,144	-	19,140	15,565	-	19,110	11,174	17,916	286,049
Public Works	Director Pblc Works	182,936	-	-	6,240	-	16,456	3,000	20,400	229,032
Information Technology	Director Info Tech	184,725	-	-	6,240	-	16,617	1,800	17,916	227,298
Community Development	Director Comm Dev	182,803	-	-	10,967	-	16,981	1,800	11,700	224,251
Administrative Services	Director Admn Srvc	187,029	-	-	9,744	-	16,867	3,000	5,400	222,040
City Clerk	Director Comm Rel/Cc	171,445	-	3,264	5,040	-	15,421	1,800	20,400	217,369
Recreation & Community Svcs	Director Rec & Cs	156,934	-	-	9,540	-	14,518	3,000	5,400	189,392
Library	Director Lib&Cul Svc	127,462	-	-	5,140	-	11,466	2,850	20,400	167,318

(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, 2018 the total contribution rate was 8.928%. The City's unfunded pension liability is paid separately as a lump sum amount.

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