

City of Mission Viejo
Executive Compensation Report (2021)

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	248,410	-	-	15,540	-	24,835	1,650	18,396	308,831
City Manager	Assistant City Manager	222,269	-	-	9,840	-	22,221	11,352	18,396	284,078
Public Services	Director of Public Services	162,237	-	-	6,734	-	16,213	1,800	18,396	205,380
Public Works	Director Public Works	197,870	-	-	6,240	-	19,782	3,000	20,247	247,140
Information Technology	Director Info Tech	132,765	-	-	2,363	-	13,269	3,000	20,880	172,276
Community Development	Director Comm Dev	202,155	-	-	8,640	-	20,210	1,800	11,700	244,505
Administrative Services	Director Admn Svcs	202,488	-	-	9,440	-	20,244	3,000	5,400	240,572
Community Relations	Director Comm Relations	133,744	-	-	5,040	-	13,371	1,200	11,700	165,055
Recreation & Community Svcs	Director Rec & Cs	183,992	-	-	5,115	-	18,402	3,000	5,400	215,909
Library	Director Lib&Cul Svc	133,744	-	-	5,040	-	13,371	3,000	20,880	176,035
Animal Services	Director of Animal Services	136,943	-	-	7,313	-	13,914	3,000	5,400	166,570

(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, 2020 the total contribution rate was 10.175%. The City's unfunded pension liability is paid separately as a lump sum amount.

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