

City of Mission Viejo
Executive Compensation Report (2022)

| 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 | 251,945 | - | 35,112 | 28,540 | - | 24,486 | 1,500 | 18,876 | 360,459 |
| City Manager | Assistant City Manager | 228,659 | - | 23,509 | 12,021 | - | 22,435 | 11,256 | 18,876 | 316,755 |
| Public Works | Director Public Works | 205,836 | - | - | 15,019 | - | 20,873 | 3,000 | 21,360 | 266,088 |
| Community Development | Director Comm Dev | 208,522 | - | 17,402 | 5,809 | - | 20,339 | 1,800 | 11,700 | 265,573 |
| Administrative Services | Director Admn Srvcs | 208,145 | - | - | 9,240 | - | 20,226 | 3,000 | 5,400 | 246,011 |
| Public Services | Director Of Public Services | 170,536 | - | 22,014 | 6,480 | - | 16,572 | 1,800 | 18,876 | 236,278 |
| Recreation & Community Svcs | Director Rec & Cs | 189,333 | - | - | 5,144 | - | 18,414 | 3,000 | 5,400 | 221,291 |
| Library | Director Lib&Cul Svc | 147,296 | - | - | 27,603 | - | 16,483 | 3,000 | 21,360 | 215,742 |
| Information Technology | Director Info Tech | 150,624 | - | 8,484 | 6,240 | - | 14,637 | 3,000 | 21,360 | 204,345 |
| Community Relations | Director Comm Relations | 140,195 | - | 18,004 | 7,807 | - | 13,864 | 1,200 | 11,700 | 192,769 |
| Animal Services | Director Of Animal Services | 150,302 | - | 9,186 | 6,240 | - | 14,606 | 2,850 | 5,400 | 188,584 |

(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, 2022 the total contribution rate was 9.62%. The City's unfunded pension liability is paid separately as a lump sum amount.

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