

City of Mission Viejo  
Executive Compensation Report (2020)

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	257,964	-	22,691	16,638	-	26,519	1,800	17,916	343,528
Public Services	Acm/Dir Of Pblc Srvc	230,818	-	23,509	10,603	-	22,776	11,352	17,916	316,974
Public Works	Director Public Works	204,332	-	-	17,248	-	21,164	3,000	20,045	265,790
Information Technology	Director Info Tech	209,930	-	-	6,480	-	20,715	1,800	17,916	256,841
Community Development	Director Comm Dev	209,930	-	-	5,234	-	20,715	1,800	11,700	249,379
Administrative Services	Director Admn Srvc	210,276	-	-	9,480	-	20,749	3,000	5,400	248,905
Community Relations	Director Comm Relations	190,944	-	7,072	7,734	-	18,842	1,800	18,690	245,082
Recreation & Community Svcs	Director Rec & Cs	184,144	-	3,536	7,769	-	18,433	3,000	5,400	222,281
Library	Director Lib&Cul Svc	138,888	-	-	5,234	-	13,705	1,200	20,400	179,426

(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.