

City of Mission Viejo
2011 Compensation Report

<i>Department Description</i>	<i>Job Title</i>	<i>Total Regular Pay</i>	<i>Overtime Pay</i>	<i>Lump Sum Pay (1)</i>	<i>Other Pay (2)</i>	<i>EE Share of Pension Benefits (3)</i>	<i>Defined Benefit Plan (4)</i>	<i>Deferred Comp/Defined Contrib Plan (5)</i>	<i>Health/Dental/ Vision</i>	<i>Total Compensation Costs</i>
Administrative Services	Accountant	\$63,315	\$0	\$0	\$0	\$3,166	\$9,687	\$0	\$10,716	\$86,884
Administrative Services	Accounting Clerk	41,559	-	-	-	2,078	6,359	-	9,900	59,895
Administrative Services	Accounting Information Specialist	62,949	-	-	-	3,148	9,632	-	6,464	82,192
Administrative Services	Accounting Manager	86,832	-	25,128	225	4,342	12,912	-	7,570	137,009
Administrative Services	Accounting Supervisor	74,995	-	2,175	-	3,750	11,502	-	7,762	100,184
Administrative Services	ACM/Director of Admin Services	92,521	-	77,606	3,530	5,526	13,173	8,421	5,772	206,548
Administrative Services	Administrative Assistant	55,786	-	-	-	2,789	8,535	-	9,900	77,011
Administrative Services	Budget and Research Manager	21,938	-	-	150	-	-	-	-	22,088
Administrative Services	Budget and Research Manager	110,240	-	-	1,440	5,512	16,867	50	9,765	143,874
Administrative Services	Director of Admin Svcs/City Treasurer	72,498	-	-	3,520	3,625	11,861	-	2,626	94,130
Administrative Services	Human Resources Analyst	77,584	-	-	-	3,879	11,871	-	11,270	104,604
Administrative Services	Junior Accountant	28,219	-	-	-	1,411	4,326	900	7,425	42,281
Administrative Services	Payroll Technician	50,941	-	-	-	2,547	7,798	1,200	6,390	68,877
Administrative Services	Purchasing Analyst	47,580	-	-	-	2,379	7,280	413	4,070	61,721
Administrative Services	Senior Accounting Clerk	39,898	-	-	-	1,995	6,106	-	7,425	55,423
Administrative Services	Senior Department Assistant	47,715	-	-	-	2,386	7,301	-	9,900	67,302
Administrative Services	Senior Human Resources Analyst	76,419	-	-	-	3,821	11,702	-	8,348	100,290
Administrative Services	Temporary Employee	51,840	-	-	-	-	-	-	-	51,840
Administrative Services	Treasury Assistant	57,491	-	-	-	2,875	8,796	1,200	10,944	81,306
Administrative Services	Treasury Manager	118,966	-	-	1,440	5,948	18,202	-	7,425	151,981
City Clerk	Assistant City Clerk	67,080	-	-	-	3,354	10,264	-	9,900	90,598
City Clerk	City Clerk Specialist	55,786	-	-	-	2,789	8,535	-	10,915	78,025
City Clerk	City Clerk/Director of Community	123,635	-	2,972	5,040	6,182	18,917	-	9,900	166,646
City Clerk	Records Mgmt & Comm Rel Coord	55,902	-	-	-	2,795	8,580	1,200	9,900	78,378
City Clerk	Temporary Employee	35,077	-	-	-	-	-	-	-	35,077
City Council	Councilmember	12,600	-	-	-	-	-	-	5,821	18,421
City Council	Councilmember	12,570	-	-	-	600	1,836	1,200	990	17,197
City Council	Councilmember	12,480	-	-	-	600	1,836	-	11,544	26,460
City Council	Mayor	12,570	-	-	-	600	1,836	-	9,900	24,906
City Council	Mayor Pro Tem	12,600	-	-	-	600	1,836	1,000	495	16,531
City Manager	City Manager	197,716	-	19,011	8,040	11,863	37,528	7,500	11,544	293,202
City Manager	Executive Assistant	63,502	-	-	-	3,175	9,716	-	9,900	86,294
City Manager	Senior Executive Assistant	71,219	-	-	1,368	3,561	10,897	-	10,944	97,989
Community Development	Administrative Assistant	55,786	1,589	1,073	400	2,789	8,535	-	11,544	81,716
Community Development	Assistant Planner - A	21,356	-	-	-	1,068	3,494	-	3,752	29,670
Community Development	Associate Planner - A	79,976	-	-	-	3,999	12,237	-	9,893	106,104
Community Development	Code Enforcement Officer- A	66,747	-	-	1,440	3,337	10,213	-	9,900	91,637
Community Development	Code Enforcement Officer- A	66,747	-	-	1,640	3,337	10,213	-	9,900	91,837
Community Development	Code Enforcement Supervisor	83,304	-	-	1,440	4,165	12,746	-	10,116	111,771
Community Development	Director of Community Development	148,242	-	-	6,240	7,412	22,682	-	11,544	196,120
Community Development	Economic Dev Manager	122,034	-	5,867	1,440	6,102	18,672	-	9,900	164,014
Community Development	Planning & Economic Dev Mgr	124,377	-	-	1,440	6,219	19,065	-	9,900	161,001
Information Technology	Administrative Assistant	14,084	-	-	-	141	838	-	267	15,330
Information Technology	Director of Information Technology	148,242	-	-	6,240	7,412	22,682	-	10,944	195,520

(1) Time Off/Accrual Payouts

(2) Includes Car and Phone Allowances

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

(4) Employer Share of Pension Contribution. Of this amount, approximately 10.3% equals the normal pension cost toward each employee's pension benefit. The balance of approximately 5.0% is paid toward the City's unfunded pension liability.

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

City of Mission Viejo
2011 Compensation Report

<i>Department Description</i>	<i>Job Title</i>	<i>Total Regular Pay</i>	<i>Overtime Pay</i>	<i>Lump Sum Pay (1)</i>	<i>Other Pay (2)</i>	<i>EE Share of Pension Benefits (3)</i>	<i>Defined Benefit Plan (4)</i>	<i>Deferred Comp/Defined Contrib Plan (5)</i>	<i>Health/Dental/Vision</i>	<i>Total Compensation Costs</i>
Information Technology	Information Technology Manager	110,760	-	4,260	1,440	5,538	16,947	-	11,544	150,489
Information Technology	Information Technology Specialist	73,840	-	-	1,440	3,692	11,298	1,200	9,900	101,370
Information Technology	Information Technology Specialist	67,018	-	-	1,440	3,351	10,254	-	9,900	91,963
Information Technology	Information Technology Specialist	90,480	-	-	1,440	4,524	13,844	-	9,900	120,188
Information Technology	Information Technology Specialist	67,018	-	-	1,440	3,351	10,254	1,200	10,884	94,147
Information Technology	Information Technology Technician	47,029	17	-	1,440	2,351	7,196	200	6,364	64,597
Library Services	Assistant Library Clerk - A	1,272	-	-	-	-	-	-	-	1,272
Library Services	Assistant Library Clerk - A	1,088	-	-	-	-	-	-	-	1,088
Library Services	Assistant Library Clerk - A	8,550	-	-	-	-	-	-	-	8,550
Library Services	Assistant Library Clerk - A	15,166	-	-	-	758	2,321	-	-	18,246
Library Services	Assistant Library Clerk - A	11,298	-	-	-	-	-	-	-	11,298
Library Services	Assistant Library Clerk - B	2,987	-	-	-	-	-	-	-	2,987
Library Services	Assistant Library Clerk - B	11,071	-	-	-	-	-	-	-	11,071
Library Services	Assistant Library Clerk - B	9,930	-	-	-	-	-	-	-	9,930
Library Services	Assistant Library Clerk - B	6,539	-	-	-	50	165	-	-	6,754
Library Services	Assistant Library Clerk - B	9,563	-	-	-	-	-	-	-	9,563
Library Services	Assistant Library Clerk - B	7,715	-	-	-	-	-	-	-	7,715
Library Services	Assistant Library Clerk - B	2,803	-	-	-	-	-	-	-	2,803
Library Services	Assistant Library Clerk - B	176	-	-	-	-	-	-	-	176
Library Services	Cultural Services Supervisor	68,078	-	-	-	3,404	10,416	-	11,494	93,393
Library Services	Cultural Services Supervisor	78,291	-	-	-	3,915	11,979	-	9,900	104,085
Library Services	Design and Marketing Specialist	57,470	-	-	-	2,874	8,793	-	11,544	80,681
Library Services	Director of Library and Cultural Svcs	68,419	-	10,651	2,326	3,421	9,743	-	4,703	99,262
Library Services	Director of Library and Cultural Svcs	97,131	-	-	3,578	4,857	14,996	-	10,944	131,506
Library Services	Lead Library Page	6,464	-	-	-	-	-	-	-	6,464
Library Services	Lead Library Page	3,708	-	-	-	-	-	-	-	3,708
Library Services	Lead Library Page	10,742	-	-	-	-	-	-	-	10,742
Library Services	Librarian I	36,400	-	-	-	1,820	5,691	-	3,880	47,791
Library Services	Librarian I	12,612	-	-	-	198	1,178	-	-	13,988
Library Services	Librarian I	51,251	-	-	100	2,563	7,842	-	9,381	71,136
Library Services	Librarian I	35,228	-	-	-	1,762	5,398	600	3,204	46,192
Library Services	Librarian II	45,267	-	-	-	2,263	6,928	-	4,482	58,941
Library Services	Librarian II	36,057	-	-	-	1,803	5,518	-	-	43,378
Library Services	Librarian II	59,509	-	-	-	2,975	9,105	-	9,900	81,490
Library Services	Librarian II	63,502	-	-	-	3,175	9,716	-	9,513	85,906
Library Services	Library Assistant - A	47,445	-	-	75	2,372	7,259	-	9,900	67,051
Library Services	Library Assistant - A	25,626	-	-	-	1,281	3,921	-	4,950	35,778
Library Services	Library Assistant - B	45,864	-	-	-	2,293	7,017	-	9,900	65,075
Library Services	Library Assistant - B	46,696	-	-	-	2,335	7,145	-	9,900	66,076
Library Services	Library Clerk - A	35,075	-	-	200	1,754	5,366	-	7,425	49,819
Library Services	Library Clerk - A	27,969	-	1,009	-	1,399	4,280	-	4,950	39,607
Library Services	Library Clerk - A	36,728	-	-	-	1,836	5,620	-	7,425	51,609
Library Services	Library Clerk - A	26,527	-	-	-	1,326	4,060	-	4,950	36,863
Library Services	Library Manager	85,654	-	-	1,440	4,283	13,106	-	9,900	114,383

(1) Time Off/Accrual Payouts

(2) Includes Car and Phone Allowances

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

(4) Employer Share of Pension Contribution. Of this amount, approximately 10.3% equals the normal pension cost toward each employee's pension benefit. The balance of approximately 5.0% is paid toward the City's unfunded pension liability.

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

City of Mission Viejo
2011 Compensation Report

<i>Department Description</i>	<i>Job Title</i>	<i>Total Regular Pay</i>	<i>Overtime Pay</i>	<i>Lump Sum Pay (1)</i>	<i>Other Pay (2)</i>	<i>EE Share of Pension Benefits (3)</i>	<i>Defined Benefit Plan (4)</i>	<i>Deferred Comp/Defined Contrib Plan (5)</i>	<i>Health/Dental/Vision</i>	<i>Total Compensation Costs</i>
Library Services	Library Manager	73,923	-	-	1,640	3,696	11,311	-	9,900	100,470
Library Services	Library Manager	76,763	-	-	-	3,838	11,765	-	9,900	102,267
Library Services	Library Page	9,229	-	-	-	-	-	-	-	9,229
Library Services	Library Page	6,390	-	-	-	-	-	-	-	6,390
Library Services	Library Page	4,106	-	-	-	-	-	-	-	4,106
Library Services	Library Page	838	-	-	-	-	-	-	-	838
Library Services	Library Page	2,660	-	-	-	-	-	-	-	2,660
Library Services	Library Page	1,080	-	-	-	-	-	-	-	1,080
Library Services	Library Page	6,394	-	-	-	-	-	-	-	6,394
Library Services	Library Page	7,535	-	-	-	-	-	-	-	7,535
Library Services	Library Page	3,930	-	-	-	-	-	-	-	3,930
Library Services	Library Page	2,714	-	-	-	-	-	-	-	2,714
Library Services	Library Page	5,825	-	-	-	-	-	-	-	5,825
Library Services	Library Page	3,540	-	-	-	-	-	-	-	3,540
Library Services	Library Page	5,334	-	-	-	-	-	-	-	5,334
Library Services	Library Services Coordinator	57,470	-	-	-	2,874	8,793	-	11,544	80,681
Library Services	Library Specialist - A	4,116	-	-	-	-	-	-	-	4,116
Library Services	Library Specialist - A	15,152	-	-	-	-	-	-	-	15,152
Library Services	Library Specialist - B	1,540	-	-	-	9	30	-	-	1,579
Library Services	Office Assistant	22,240	-	665	-	1,112	3,385	500	2,480	30,382
Library Services	On-Call Librarian	14,074	-	-	-	-	-	-	-	14,074
Library Services	On-Call Librarian	10,555	-	-	-	-	-	-	-	10,555
Library Services	On-Call Librarian	9,245	-	-	-	-	-	-	-	9,245
Library Services	On-Call Librarian	20,698	-	-	-	-	-	-	-	20,698
Library Services	On-Call Librarian	8,136	-	-	-	74	243	-	-	8,453
Library Services	On-Call Librarian	24,413	-	-	-	-	-	-	-	24,413
Library Services	On-Call Librarian	4,968	-	-	-	-	-	-	-	4,968
Library Services	On-Call Librarian	4,415	-	-	-	-	-	-	-	4,415
Library Services	On-Call Librarian	2,167	-	-	-	18	58	-	-	2,243
Library Services	On-Call Librarian	4,945	-	-	-	-	-	-	-	4,945
Library Services	On-Call Librarian	23,143	-	-	-	-	-	-	-	23,143
Library Services	Senior Librarian	74,859	-	-	-	3,743	11,454	-	9,900	99,956
Library Services	Senior Librarian	58,380	-	-	-	2,919	8,946	-	10,944	81,189
Library Services	Senior Librarian	74,859	-	-	-	3,743	11,454	-	10,944	101,000
Library Services	Senior Library Assistant	44,970	-	-	-	2,248	6,881	-	9,900	63,999
Public Services	ACM/Director of Public Services	154,587	-	15,576	6,540	7,729	23,720	-	9,163	217,315
Public Services	Administrative Assistant	18,526	116	11,737	-	926	2,638	-	3,648	37,591
Public Services	Animal Services Assistant	36,962	1,593	-	-	1,848	5,655	1,200	9,900	57,158
Public Services	Animal Services Assistant	1,840	-	-	-	51	301	-	-	2,192
Public Services	Animal Services Assistant	25,401	918	1,380	-	1,270	3,793	500	4,641	37,902
Public Services	Animal Services Assistant	37,042	1,040	-	-	1,852	5,668	1,200	9,900	56,701
Public Services	Animal Services Assistant	31,028	850	1,240	-	1,551	4,711	150	5,490	45,022
Public Services	Animal Services Licensing Rep.	41,600	548	-	-	2,080	6,365	-	5,625	56,217
Public Services	Animal Services Licensing Rep.	23,676	-	-	-	1,184	3,608	500	3,204	32,172

(1) Time Off/Accrual Payouts

(2) Includes Car and Phone Allowances

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

(4) Employer Share of Pension Contribution. Of this amount, approximately 10.3% equals the normal pension cost toward each employee's pension benefit. The balance of approximately 5.0% is paid toward the City's unfunded pension liability.

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

City of Mission Viejo
2011 Compensation Report

<i>Department Description</i>	<i>Job Title</i>	<i>Total Regular Pay</i>	<i>Overtime Pay</i>	<i>Lump Sum Pay (1)</i>	<i>Other Pay (2)</i>	<i>EE Share of Pension Benefits (3)</i>	<i>Defined Benefit Plan (4)</i>	<i>Deferred Comp/Defined Contrib Plan (5)</i>	<i>Health/Dental/Vision</i>	<i>Total Compensation Costs</i>
Public Services	Animal Services Manager	92,102	-	-	1,740	4,605	14,092	-	9,900	122,440
Public Services	Animal Services Officer	55,938	1,698	-	1,951	2,797	8,556	1,200	10,944	83,084
Public Services	Animal Services Officer	55,830	6,018	-	3,237	2,792	8,541	1,200	10,884	88,502
Public Services	Animal Services Officer	55,536	3,294	-	1,567	2,777	8,497	-	10,944	82,616
Public Services	Animal Services Officer	31,408	4,550	-	6,027	1,570	4,808	600	3,204	52,167
Public Services	Animal Services Officer	49,920	4,752	-	1,824	2,496	7,638	250	11,214	78,094
Public Services	Animal Services Supervisor	69,118	-	-	1,440	3,456	10,576	1,200	10,884	96,674
Public Services	Animal Services Volunteer Coord.	40,700	-	783	-	2,035	6,227	-	7,425	57,171
Public Services	Custodian	35,547	320	1,196	-	1,777	5,439	1,200	6,408	51,888
Public Services	Custodian	46,155	2,039	-	-	2,308	7,062	-	9,611	67,175
Public Services	Emergency Services Manager	122,034	-	-	1,440	6,102	18,672	-	11,544	159,791
Public Services	Facilities Maint. Superintendent	99,466	-	28,692	1,840	4,973	15,219	-	9,900	160,090
Public Services	Kennel Aide	1,612	-	-	-	-	-	-	-	1,612
Public Services	Management Analyst	19,108	-	9,800	-	955	2,721	300	2,421	35,304
Public Services	Office Assistant	15,814	28	-	-	-	-	-	-	15,842
Public Services	Public Service Assistant	13,257	-	-	-	-	-	-	-	13,257
Public Services	Public Service Assistant	11,356	-	-	-	66	215	-	-	11,637
Public Services	Public Service Assistant	8,941	-	-	-	21	68	-	-	9,029
Public Services	Public Services Contracts Admin. I	59,176	18,820	-	4,433	2,959	9,054	-	10,272	104,714
Public Services	Public Services Operations Manager	122,034	-	9,387	6,280	6,102	18,672	-	11,544	174,019
Public Services	Public Services Supervisor	82,618	25,039	-	2,274	4,131	12,641	1,200	11,544	139,446
Public Services	Public Services Supervisor	90,480	7,373	4,350	1,503	4,524	13,844	-	11,544	133,618
Public Services	Public Services Supervisor	84,365	10,145	-	2,616	4,218	12,908	-	9,900	124,153
Public Services	Public Services Supervisor	90,502	8,156	3,480	1,701	4,525	13,847	-	10,944	133,156
Public Services	Public Services Supervisor	85,904	8,270	4,130	2,266	4,295	13,144	-	9,900	127,910
Public Services	Senior Department Assistant	8,968	114	-	-	247	1,467	-	493	11,289
Public Services	Senior Department Assistant	24,128	249	-	-	439	2,611	-	1,971	29,398
Public Services	Senior Department Assistant	13,075	150	3,069	-	654	1,862	450	2,052	21,312
Public Services	Senior Department Assistant	37,773	3,548	-	-	1,889	5,779	200	6,114	55,303
Public Services	Senior Public Services Contracts Admin	61,755	6,547	3,682	4,313	3,088	9,449	1,200	11,544	101,577
Public Services	Senior Public Services Contracts Admin	62,899	6,645	7,258	5,673	3,145	9,624	-	9,900	105,145
Public Services	Senior Public Services Contracts Admin	64,232	6,881	2,669	720	3,212	9,867	-	9,900	97,481
Public Services	Senior Public Services Contracts Admin	70,720	17,595	-	2,084	3,536	10,821	-	11,544	116,299
Public Works	Administrative Assistant	55,786	-	-	-	2,789	8,535	-	11,544	78,655
Public Works	Assistant City Engineer	100,613	-	-	720	5,031	15,407	-	9,900	131,670
Public Works	City Engineer	132,184	-	-	5,640	6,609	20,225	-	11,544	176,202
Public Works	Director of Public Works	142,189	-	-	6,240	7,109	21,756	1,200	11,544	190,038
Public Works	Engineering Technician	36,439	-	-	50	1,822	5,575	-	4,950	48,836
Public Works	Environmental Program Administrator	99,466	-	-	-	4,973	15,219	-	9,900	129,558
Public Works	Program Engineer	62,930	-	-	-	3,147	9,629	-	7,425	83,131
Public Works	Senior Engineering Technician	67,413	-	-	-	3,371	10,314	-	11,544	92,642
Public Works	Senior Public Works Inspector	78,686	9,547	6,053	2,083	3,934	12,039	-	11,544	123,888
Public Works	Senior Public Works Inspector	78,687	21,138	-	3,029	3,934	12,039	-	9,900	128,727
Public Works	Temporary Employee	41,400	-	-	-	-	-	-	-	41,400

(1) Time Off/Accrual Payouts

(2) Includes Car and Phone Allowances

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

(4) Employer Share of Pension Contribution. Of this amount, approximately 10.3% equals the normal pension cost toward each employee's pension benefit. The balance of approximately 5.0% is paid toward the City's unfunded pension liability.

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

City of Mission Viejo
2011 Compensation Report

<i>Department Description</i>	<i>Job Title</i>	<i>Total Regular Pay</i>	<i>Overtime Pay</i>	<i>Lump Sum Pay (1)</i>	<i>Other Pay (2)</i>	<i>EE Share of Pension Benefits (3)</i>	<i>Defined Benefit Plan (4)</i>	<i>Deferred Comp/Defined Contrib Plan (5)</i>	<i>Health/Dental/Vision</i>	<i>Total Compensation Costs</i>
Public Works	Traffic/Transportation Engineer	102,856	-	-	720	5,143	15,737	1,200	6,408	132,065
Public Works	Transportation Analyst	67,226	-	-	720	3,361	10,286	1,200	9,900	92,693
Recreation & Community Services	Administrative Assistant	55,786	2,273	-	100	2,789	8,535	-	9,900	79,384
Recreation & Community Services	Community & Senior Center	99,466	-	-	-	4,973	15,219	-	9,900	129,558
Recreation & Community Services	Community Services Coordinator - A	65,437	-	4,876	720	3,272	10,012	-	9,900	94,217
Recreation & Community Services	Community Services Coordinator - B	50,752	-	-	720	2,538	7,765	-	9,900	71,675
Recreation & Community Services	Community Services Coordinator - B	39,546	-	5,070	720	1,977	6,051	-	8,208	61,572
Recreation & Community Services	Community Services Coordinator - B	55,775	-	4,313	-	2,789	8,497	-	8,525	79,899
Recreation & Community Services	Community Services Coordinator - B	44,304	-	-	-	2,215	6,779	1,200	6,322	60,820
Recreation & Community Services	Community Services Coordinator - B	59,800	-	-	-	2,990	9,150	-	9,900	81,840
Recreation & Community Services	Community Services Leader	2,291	-	-	-	-	-	-	-	2,291
Recreation & Community Services	Community Services Leader	78	-	-	-	-	-	-	-	78
Recreation & Community Services	Community Services Leader	3,004	-	-	-	-	-	-	-	3,004
Recreation & Community Services	Community Services Leader	6,900	-	-	-	-	-	-	-	6,900
Recreation & Community Services	Community Services Leader	4,736	-	-	-	-	-	-	-	4,736
Recreation & Community Services	Community Services Leader	3,286	-	-	-	-	-	-	-	3,286
Recreation & Community Services	Community Services Leader	3,189	-	-	-	-	-	-	-	3,189
Recreation & Community Services	Community Services Leader	20	-	-	-	-	-	-	-	20
Recreation & Community Services	Community Services Leader	1,645	-	-	-	-	-	-	-	1,645
Recreation & Community Services	Community Services Leader	221	-	-	-	-	-	-	-	221
Recreation & Community Services	Community Services Leader	2,362	-	-	-	-	-	-	-	2,362
Recreation & Community Services	Community Services Leader	10,660	-	-	-	-	-	-	-	10,660
Recreation & Community Services	Community Services Leader	1,504	-	-	-	-	-	-	-	1,504
Recreation & Community Services	Community Services Leader	7,728	-	-	-	-	-	-	-	7,728
Recreation & Community Services	Community Services Leader	196	-	-	-	-	-	-	-	196
Recreation & Community Services	Community Services Leader	3,108	-	-	-	-	-	-	-	3,108
Recreation & Community Services	Community Services Leader	2,745	-	-	-	-	-	-	-	2,745
Recreation & Community Services	Community Services Leader	1,627	-	-	-	-	-	-	-	1,627
Recreation & Community Services	Community Services Leader	3,835	-	-	-	-	-	-	-	3,835
Recreation & Community Services	Community Services Leader	11,477	91	-	-	-	-	-	-	11,568
Recreation & Community Services	Community Services Leader	124	-	-	-	-	-	-	-	124
Recreation & Community Services	Community Services Leader	4,515	-	-	-	-	-	-	-	4,515
Recreation & Community Services	Community Services Leader	3,856	-	-	-	-	-	-	-	3,856
Recreation & Community Services	Community Services Leader	10,619	-	-	-	-	-	-	-	10,619
Recreation & Community Services	Community Services Leader	11,599	-	-	-	-	-	-	-	11,599
Recreation & Community Services	Community Services Leader	8,889	-	-	-	-	-	-	-	8,889
Recreation & Community Services	Community Services Leader	5,767	-	-	-	-	-	-	-	5,767
Recreation & Community Services	Community Services Leader	3,071	-	-	-	-	-	-	-	3,071
Recreation & Community Services	Community Services Leader	2,597	-	-	-	-	-	-	-	2,597
Recreation & Community Services	Community Services Leader	3,862	-	-	-	-	-	-	-	3,862
Recreation & Community Services	Community Services Manager	122,034	-	-	1,440	6,102	18,672	-	9,072	157,319
Recreation & Community Services	Community Services Manager	119,600	-	-	1,440	5,980	18,299	-	9,513	154,832
Recreation & Community Services	Community Services Specialist	37,398	3,735	-	-	1,870	5,722	-	9,900	58,626
Recreation & Community Services	Community Services Specialist	18,713	1,303	-	-	936	2,886	-	534	24,371

(1) Time Off/Accrual Payouts

(2) Includes Car and Phone Allowances

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

(4) Employer Share of Pension Contribution. Of this amount, approximately 10.3% equals the normal pension cost toward each employee's pension benefit. The balance of approximately 5.0% is paid toward the City's unfunded pension liability.

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

City of Mission Viejo
2011 Compensation Report

<i>Department Description</i>	<i>Job Title</i>	<i>Total Regular Pay</i>	<i>Overtime Pay</i>	<i>Lump Sum Pay (1)</i>	<i>Other Pay (2)</i>	<i>EE Share of Pension Benefits (3)</i>	<i>Defined Benefit Plan (4)</i>	<i>Deferred Comp/Defined Contrib Plan (5)</i>	<i>Health/Dental/Vision</i>	<i>Total Compensation Costs</i>
Recreation & Community Services	Community Services Specialist	34,736	1,760	-	200	1,737	5,315	-	11,544	55,291
Recreation & Community Services	Community Services Specialist	30,003	1,512	-	-	1,500	4,621	900	7,425	45,961
Recreation & Community Services	Community Services Specialist	13,399	256	1,210	-	670	1,983	425	2,235	20,178
Recreation & Community Services	Community Services Specialist	32,635	-	-	-	1,632	4,993	1,200	10,884	51,345
Recreation & Community Services	Community Services Specialist	20,939	-	-	-	1,047	3,202	-	4,950	30,138
Recreation & Community Services	Community Services Specialist	38,950	1,030	-	200	1,948	5,960	-	9,900	57,988
Recreation & Community Services	Community Services Specialist	38,195	3,396	-	-	1,910	5,843	-	10,683	60,027
Recreation & Community Services	Community Services Specialist	31,233	1,014	-	-	1,562	4,778	-	7,425	46,013
Recreation & Community Services	Community Services Supervisor	34,549	1,725	-	75	1,727	5,286	-	9,900	53,263
Recreation & Community Services	Community Services Supervisor	77,626	-	-	1,440	3,881	11,877	-	9,900	104,724
Recreation & Community Services	Community Services Supervisor	68,078	-	2,618	720	3,404	10,416	-	9,900	95,138
Recreation & Community Services	Community Services Supervisor	76,461	-	11,028	1,440	3,823	11,699	-	9,900	114,351
Recreation & Community Services	Community Services Supervisor	85,654	-	-	-	4,283	13,106	-	9,900	112,943
Recreation & Community Services	Department Assistant	42,578	154	-	-	2,129	6,515	-	9,900	61,275
Recreation & Community Services	Department Assistant	30,308	-	-	-	1,515	4,505	-	7,937	44,265
Recreation & Community Services	Department Assistant	27,107	-	-	50	1,355	4,146	-	4,950	37,608
Recreation & Community Services	Department Assistant	40,151	77	-	75	2,008	6,115	-	6,540	54,965
Recreation & Community Services	Director of Recreation & Community Svcs	148,242	-	14,895	6,640	7,412	22,682	-	11,544	211,415
Recreation & Community Services	Lifeguard - B	66	-	-	-	-	-	-	-	66
Recreation & Community Services	Lifeguard - B	4,070	-	-	-	-	-	-	-	4,070
Recreation & Community Services	Lifeguard - B	5,313	-	-	-	-	-	-	-	5,313
Recreation & Community Services	Lifeguard - B	2,744	-	-	-	-	-	-	-	2,744
Recreation & Community Services	Lifeguard - B	2,769	-	-	-	-	-	-	-	2,769
Recreation & Community Services	Lifeguard - B	9,432	111	-	-	-	-	-	-	9,543
Recreation & Community Services	Lifeguard - B	1,227	-	-	-	-	-	-	-	1,227
Recreation & Community Services	Lifeguard - B	2,115	-	-	-	-	-	-	-	2,115
Recreation & Community Services	Lifeguard - B	2,254	-	-	-	-	-	-	-	2,254
Recreation & Community Services	Lifeguard - B	3,278	-	-	-	-	-	-	-	3,278
Recreation & Community Services	Lifeguard - B	1,796	-	-	-	-	-	-	-	1,796
Recreation & Community Services	Lifeguard - B	4,603	-	-	-	-	-	-	-	4,603
Recreation & Community Services	Lifeguard - B	4,758	-	-	-	-	-	-	-	4,758
Recreation & Community Services	Lifeguard - B	2,631	-	-	-	-	-	-	-	2,631
Recreation & Community Services	Lifeguard - B	1,017	-	-	-	-	-	-	-	1,017
Recreation & Community Services	Lifeguard - B	2,319	-	-	-	-	-	-	-	2,319
Recreation & Community Services	Lifeguard - B	7,447	-	-	-	-	-	-	-	7,447
Recreation & Community Services	Senior Community Services Leader	5,875	121	-	-	-	-	-	-	5,995
Recreation & Community Services	Senior Community Services Leader	8,196	-	-	-	-	-	-	-	8,196
Recreation & Community Services	Senior Community Services Leader	4,274	-	-	-	-	-	-	-	4,274
Recreation & Community Services	Senior Community Services Leader	5,441	-	-	-	-	-	-	-	5,441
Recreation & Community Services	Senior Community Services Leader	9,534	-	-	-	-	-	-	-	9,534
Recreation & Community Services	Senior Community Services Leader	11,667	-	-	-	-	-	-	-	11,667
Recreation & Community Services	Senior Community Services Leader	416	-	-	-	-	-	-	-	416
Recreation & Community Services	Senior Community Services Leader	370	-	-	-	10	61	-	-	441
Recreation & Community Services	Senior Community Services Leader	10,137	-	-	-	-	-	-	-	10,137

(1) Time Off/Accrual Payouts

(2) Includes Car and Phone Allowances

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

(4) Employer Share of Pension Contribution. Of this amount, approximately 10.3% equals the normal pension cost toward each employee's pension benefit. The balance of approximately 5.0% is paid toward the City's unfunded pension liability.

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

City of Mission Viejo
2011 Compensation Report

<i>Department Description</i>	<i>Job Title</i>	<i>Total Regular Pay</i>	<i>Overtime Pay</i>	<i>Lump Sum Pay (1)</i>	<i>Other Pay (2)</i>	<i>EE Share of Pension Benefits (3)</i>	<i>Defined Benefit Plan (4)</i>	<i>Deferred Comp/Defined Contrib Plan (5)</i>	<i>Health/Dental/Vision</i>	<i>Total Compensation Costs</i>
Recreation & Community Services	Senior Community Services Leader	3,474	-	-	-	14	46	-	-	3,534
Recreation & Community Services	Senior Department Assistant	39,015	124	-	-	1,951	5,926	1,050	8,621	56,687
Recreation & Community Services	Senior Lifeguard - B	7,912	-	-	-	-	-	-	-	7,912
Recreation & Community Services	Senior Lifeguard - B	7,836	-	-	-	-	-	-	-	7,836
Recreation & Community Services	Senior Lifeguard - B	8,058	-	-	-	-	-	-	-	8,058
Recreation & Community Services	Senior Lifeguard - B	15,137	385	-	-	414	1,354	-	-	17,291
Recreation & Community Services	Senior Management Analyst	63,744	-	54	-	3,187	9,638	-	6,214	82,837

(1) Time Off Accrual Payouts

(2) Includes Car and Phone Allowances

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

(4) Employer Share of Pension Contribution. Of this amount, approximately 10.3% equals the normal pension cost toward each employee's pension benefit. The balance of approximately 5.0% is paid toward the City's unfunded pension liability.

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