

City of Mission Viejo
2013 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
Administrative Services	Accountant	66,477	-	-	300	1,724	11,483	-	13,030	93,014
Administrative Services	Accounting Clerk	43,640	-	-	-	1,132	7,538	-	10,961	63,271
Administrative Services	Accounting Information Specialist	66,573	-	-	300	1,726	11,502	-	7,476	87,577
Administrative Services	Accounting Supervisor	101,308	-	-	-	2,626	17,506	-	9,642	131,083
Administrative Services	Administrative Assistant	58,566	180	-	-	1,519	10,116	-	11,250	81,632
Administrative Services	Budget & Purchasing Analyst	71,438	-	-	-	1,853	12,340	1,200	7,139	93,970
Administrative Services	Director of Admin Services/City Treasurer	158,243	-	-	6,240	4,101	27,351	1,200	4,950	202,085
Administrative Services	Human Resources Analyst	81,466	-	-	200	2,113	14,072	-	8,550	106,401
Administrative Services	Junior Accountant	47,688	-	-	100	1,237	8,237	1,200	11,250	69,712
Administrative Services	Payroll & Accounting Technician	33,626	26	-	-	-	5,870	-	4,788	44,309
Administrative Services	Senior Accounting Clerk	55,981	63	-	-	1,452	9,669	-	12,294	79,459
Administrative Services	Senior Department Assistant	50,096	-	-	-	1,299	8,653	-	11,250	71,299
Administrative Services	Senior Human Resources Analyst	83,293	-	-	-	2,161	14,387	-	9,698	109,539
Administrative Services	Treasury Assistant	60,140	-	-	100	1,560	10,387	1,200	12,294	85,681
Administrative Services	Treasury Manager	124,908	-	4,813	1,440	3,240	21,576	-	8,438	164,415
City Clerk	Assistant City Clerk	70,442	-	-	-	1,827	12,168	-	11,250	95,687
City Clerk	City Clerk/Dir of Community Rel	132,318	-	5,002	5,040	3,430	22,867	-	11,250	179,907
City Clerk	Public Information Specialist	45,643	-	-	-	-	-	-	-	45,643
City Clerk	Records Mgmt & Comm Rel Coord	61,722	-	4,757	820	1,601	10,661	1,200	11,250	92,011
City Council	Councilmember	12,000	-	-	-	312	2,073	1,200	14,262	29,847
City Council	Councilmember	12,000	-	-	-	312	2,073	1,200	4,950	20,535
City Council	Councilmember	12,000	-	-	-	312	2,073	-	14,262	28,647
City Council	Mayor	12,000	-	-	-	-	-	1,200	7,012	20,212
City Council	Mayor Pro Tem	12,000	-	-	-	312	2,073	-	11,250	25,634
City Manager	City Manager	212,739	-	16,255	8,040	7,714	36,751	14,776	13,960	310,235
City Manager	Executive Assistant	61,161	2,063	-	-	1,584	10,566	-	11,250	86,624
City Manager	Senior Executive Assistant	72,352	-	-	1,640	1,877	12,498	-	11,250	99,616
Community Development	Administrative Assistant	58,566	1,151	2,257	-	1,519	10,116	-	13,656	87,266
Community Development	Associate Planner - A	84,295	-	-	-	2,186	14,562	-	11,250	112,294
Community Development	Associate Planner - B	71,896	-	-	-	1,146	12,419	-	13,297	98,758
Community Development	Code Enforcement Officer- A	70,069	-	-	1,440	1,818	12,103	-	11,250	96,680
Community Development	Code Enforcement Supervisor	87,466	-	-	1,440	2,269	15,108	-	11,466	117,749
Community Development	Director of Community Development*	155,665	-	-	6,240	4,038	26,889	-	14,251	207,083
Community Development	Director of Community Development*	133,507	-	-	1,440	3,458	23,061	-	11,250	172,716
Community Development	Economic Dev Manager	128,138	-	-	1,440	3,324	22,134	-	11,250	166,285
Community Development	Planning & Economic Dev Mgr	2,328	-	-	55	35	413	-	-	2,831
Community Development	Senior Code Enforcement Officer	52,032	-	-	941	1,367	8,906	-	9,690	72,936
Information Technology	Administrative Assistant	32,241	-	-	-	506	5,581	825	5,487	44,639
Information Technology	Director of Information Technology	158,798	-	8,998	6,240	4,116	27,444	-	11,250	216,846

- (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 Contributions. At December 31, 2013, the total contribution rate was 17.725%. Of this rate, the normal pension cost for current services was 10.371%. The balance of 7.354% is applied toward the City's unfunded pension liability.
- (5) Employer Contribution to Traditional 457 or Retiree Health Plan.

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Information Technology	Information Technology Manager	116,302	-	-	1,640	3,017	20,089	-	14,262	155,311
Information Technology	Information Technology Specialist	95,002	-	7,322	1,740	2,464	16,410	-	11,250	134,188
Information Technology	Information Technology Specialist	82,192	-	-	1,440	2,132	14,197	1,200	11,250	112,412
Information Technology	Information Technology Specialist	76,754	-	2,156	1,440	1,989	13,268	-	11,250	106,856
Information Technology	Information Technology Technician	40,156	-	-	1,440	1,044	6,980	1,200	4,768	55,589
Information Technology	IT Service Delivery Manager	94,920	-	-	1,440	2,462	16,396	1,200	14,262	130,680
Information Technology	Junior Systems Administrator	42,372	33	-	-	-	-	-	-	42,405
Information Technology	Systems Administrator	43,619	79	-	-	654	7,639	-	-	51,990
Library Services	Assistant Library Clerk - A	11,677	-	-	-	-	-	-	-	11,677
Library Services	Assistant Library Clerk - B	11,078	-	-	-	287	1,913	-	-	13,278
Library Services	Assistant Library Clerk - B	10,905	-	-	-	-	-	-	-	10,905
Library Services	Assistant Library Clerk - B	10,804	-	-	-	-	-	-	-	10,804
Library Services	Assistant Library Clerk - B	10,724	-	-	-	-	-	-	-	10,724
Library Services	Assistant Library Clerk - B	9,519	-	-	-	-	-	-	-	9,519
Library Services	Assistant Library Clerk - B	9,344	-	-	-	-	-	-	-	9,344
Library Services	Assistant Library Clerk - B	8,527	-	-	-	-	-	-	-	8,527
Library Services	Assistant Library Clerk - B	8,315	-	-	-	-	-	-	-	8,315
Library Services	Assistant Library Clerk - B	4,553	-	-	-	-	-	-	-	4,553
Library Services	Assistant Library Clerk - B	3,546	-	-	-	-	-	-	-	3,546
Library Services	Assistant Library Clerk - B	2,793	-	-	-	-	-	-	-	2,793
Library Services	Assistant Library Clerk - B	1,307	-	-	-	-	-	-	-	1,307
Library Services	Assistant Library Clerk - B	661	-	-	-	-	-	-	-	661
Library Services	Cultural Services Supervisor	82,535	-	-	-	2,141	14,258	-	11,250	110,184
Library Services	Cultural Services Supervisor	72,529	-	-	609	1,880	12,533	-	12,294	99,845
Library Services	Design and Marketing Specialist	60,607	-	-	-	1,572	10,470	-	14,262	86,911
Library Services	Director of Library and Cultural Services	115,306	-	-	5,040	2,991	19,917	-	12,294	155,548
Library Services	Lead Library Page	11,077	-	-	-	-	-	-	-	11,077
Library Services	Lead Library Page	9,072	-	-	-	-	-	-	-	9,072
Library Services	Librarian I	58,653	-	-	-	1,502	10,143	1,125	6,434	77,857
Library Services	Librarian I	55,399	-	-	-	1,478	9,847	-	10,731	77,455
Library Services	Librarian I	25,247	-	-	-	402	4,362	600	1,875	32,487
Library Services	Librarian II	66,664	-	-	-	1,729	11,515	-	10,862	90,771
Library Services	Librarian II	62,984	-	-	-	1,633	10,882	-	11,250	86,749
Library Services	Librarian II	42,487	-	-	2,664	1,222	8,011	1,200	6,833	62,418
Library Services	Librarian II	38,356	-	-	50	996	6,624	-	3,075	49,101
Library Services	Librarian II	32,709	-	-	100	864	5,641	-	3,489	42,804
Library Services	Library Assistant - B	49,684	-	6,472	-	1,288	8,585	-	11,250	77,279
Library Services	Library Assistant - B	48,481	-	-	-	1,257	8,376	-	11,250	69,365
Library Services	Library Assistant - B	23,560	-	-	-	369	4,072	-	1,775	29,776

- (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 Contributions. At December 31, 2013, the total contribution rate was 17.725%. Of this rate, the normal pension cost for current services was 10.371%. The balance of 7.354% is applied toward the City's unfunded pension liability.
- (5) Employer Contribution to Traditional 457 or Retiree Health Plan.

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Library Services	Library Clerk - A	38,015	-	1,486	-	987	6,567	-	8,438	55,492
Library Services	Library Clerk - A	37,797	-	2,123	-	981	6,528	-	8,438	55,867
Library Services	Library Clerk - A	26,736	-	-	-	694	4,617	-	5,625	37,672
Library Services	Library Clerk - B	24,639	-	-	-	640	4,256	100	1,875	31,510
Library Services	Library Manager	90,266	-	-	1,729	1,438	15,593	150	14,034	123,212
Library Services	Library Manager	82,525	-	-	1,740	2,141	14,255	-	11,250	111,911
Library Services	Library Manager	77,605	-	2,990	1,440	2,013	13,405	-	11,250	108,703
Library Services	Library Page	7,279	-	-	-	-	-	-	-	7,279
Library Services	Library Page	7,134	-	-	-	-	-	-	-	7,134
Library Services	Library Page	6,472	-	-	-	-	-	-	-	6,472
Library Services	Library Page	6,340	-	-	-	-	-	-	-	6,340
Library Services	Library Page	6,276	-	-	-	-	-	-	-	6,276
Library Services	Library Page	5,878	-	-	-	-	-	-	-	5,878
Library Services	Library Page	4,067	-	-	-	-	-	-	-	4,067
Library Services	Library Page	3,404	-	-	-	-	-	-	-	3,404
Library Services	Library Page	1,966	-	-	-	-	-	-	-	1,966
Library Services	Library Page	1,660	-	-	-	-	-	-	-	1,660
Library Services	Library Page	804	-	-	-	-	-	-	-	804
Library Services	Library Page	784	-	-	-	-	-	-	-	784
Library Services	Library Page	736	-	-	-	-	-	-	-	736
Library Services	Library Page	520	-	-	-	-	-	-	-	520
Library Services	Library Page	506	-	-	-	-	-	-	-	506
Library Services	Library Page	168	-	-	-	-	-	-	-	168
Library Services	Library Services Coordinator	60,352	-	-	-	1,566	10,425	-	14,262	86,604
Library Services	Library Specialist - A	8,764	-	-	-	-	-	-	-	8,764
Library Services	Library Specialist - B	11,342	-	-	-	-	-	-	-	11,342
Library Services	Library Specialist - B	7,701	-	-	-	196	1,345	-	-	9,242
Library Services	Office Assistant	15,757	-	-	-	404	2,724	-	-	18,886
Library Services	On-Call Librarian	24,715	-	-	-	-	-	-	-	24,715
Library Services	On-Call Librarian	20,682	-	-	-	-	-	-	-	20,682
Library Services	On-Call Librarian	18,994	-	-	-	-	-	-	-	18,994
Library Services	On-Call Librarian	17,438	-	-	-	-	-	-	-	17,438
Library Services	On-Call Librarian	12,981	-	-	-	325	2,291	-	-	15,596
Library Services	On-Call Librarian	11,699	-	-	-	303	2,012	-	-	14,014
Library Services	On-Call Librarian	10,882	-	-	-	-	-	-	-	10,882
Library Services	On-Call Librarian	10,479	-	-	-	-	-	-	-	10,479
Library Services	On-Call Librarian	7,548	-	-	-	-	-	-	-	7,548
Library Services	On-Call Librarian	5,298	-	-	-	-	-	-	-	5,298
Library Services	On-Call Librarian	4,744	-	-	-	-	-	-	-	4,744

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Library Services	On-Call Librarian	3,220	-	-	-	-	-	-	-	3,220
Library Services	On-Call Librarian	2,319	-	-	-	59	390	-	-	2,768
Library Services	On-Call Librarian	1,281	-	-	-	19	221	-	-	1,522
Library Services	Senior Librarian	80,100	-	-	200	2,076	13,843	-	11,250	107,469
Library Services	Senior Librarian	78,602	-	3,029	300	2,039	13,577	-	11,250	108,797
Library Services	Senior Librarian	63,342	-	-	-	1,643	10,941	-	12,294	88,221
Library Services	Senior Library Assistant	47,211	-	-	-	1,225	8,155	-	11,250	67,841
Library Services	Senior Library Assistant	45,819	-	-	-	1,259	8,373	-	10,369	65,820
Public Services	ACM/Dir of Public Svcs	171,722	-	13,563	6,840	7,430	29,684	9,217	10,063	248,519
Public Services	Animal Services Assistant	38,822	1,061	-	100	1,007	6,706	1,200	11,250	60,147
Public Services	Animal Services Assistant	36,435	518	-	-	581	6,294	1,200	12,234	57,262
Public Services	Animal Services Assistant	23,520	1,134	-	-	-	4,154	-	3,357	32,165
Public Services	Animal Services Assistant	9,752	298	-	-	-	1,739	-	875	12,664
Public Services	Animal Services Licensing Rep.	44,346	296	-	-	1,150	7,660	1,200	6,558	61,210
Public Services	Animal Services Licensing Rep.	31,089	-	-	-	799	5,403	600	4,956	42,848
Public Services	Animal Services Manager	96,704	-	-	1,440	2,508	16,704	-	12,294	129,650
Public Services	Animal Services Officer	62,881	5,819	-	3,698	1,002	10,862	50	11,327	95,639
Public Services	Animal Services Officer	55,867	6,734	-	3,996	1,449	9,650	1,200	14,262	93,159
Public Services	Animal Services Officer	46,800	3,694	-	2,937	702	8,107	-	6,560	68,800
Public Services	Animal Services Officer	42,193	1,253	-	1,300	667	7,314	850	6,558	60,135
Public Services	Animal Services Representative	40,326	301	-	100	1,045	6,968	1,200	11,250	61,190
Public Services	Animal Services Representative	40,210	224	-	-	640	6,948	450	6,676	55,148
Public Services	Animal Services Supervisor	72,560	-	-	1,540	1,882	12,534	1,200	12,234	101,950
Public Services	Animal Services Volunteer Coord.	36,312	-	-	-	948	6,243	-	4,977	48,481
Public Services	Community Outreach Coordinator	20,332	800	-	-	-	-	-	-	21,132
Public Services	Custodian	48,456	1,575	-	-	1,257	8,370	-	10,961	70,619
Public Services	Custodian	37,328	1,794	-	100	968	6,448	1,200	11,846	59,684
Public Services	Emergency Services Manager	128,138	-	-	1,440	3,324	22,134	-	14,262	169,297
Public Services	Facilities Maintenance Manager	106,867	-	-	1,440	2,770	18,470	-	11,250	140,797
Public Services	Kennel Aide	4,861	-	-	-	-	-	-	-	4,861
Public Services	Kennel Aide	4,715	-	-	-	-	-	-	-	4,715
Public Services	Kennel Aide	535	-	-	-	-	-	-	-	535
Public Services	Office Assistant	14,720	-	-	-	-	-	-	-	14,720
Public Services	Public Service Assistant	13,317	-	-	-	-	-	-	-	13,317
Public Services	Public Service Assistant	11,569	-	-	-	301	1,999	-	-	13,868
Public Services	Public Service Assistant	9,434	-	-	-	-	-	-	-	9,434
Public Services	Public Service Assistant	5,117	-	-	-	-	-	-	-	5,117
Public Services	Public Services Operations Manager	128,157	-	6,173	5,880	3,324	22,137	-	14,262	179,934
Public Services	Public Services Supervisor	95,920	4,721	4,668	2,718	2,487	16,573	-	14,262	141,349

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Public Services	Public Services Supervisor	95,222	8,465	6,022	2,014	2,470	16,449	-	12,294	142,937
Public Services	Public Services Supervisor	91,943	9,117	3,615	3,147	2,383	15,889	-	11,250	137,345
Public Services	Public Services Supervisor	86,739	16,127	10,988	2,691	2,250	14,983	1,200	14,262	149,240
Public Services	Public Services Supervisor	78,108	19,937	-	2,167	2,017	13,441	-	14,262	129,931
Public Services	Reserve AS Officer	9,521	-	-	-	-	-	-	-	9,521
Public Services	Reserve AS Officer	1,751	-	-	-	-	-	-	-	1,751
Public Services	Senior Animal Services Officer	65,086	7,353	-	2,276	1,688	11,243	1,200	12,234	101,081
Public Services	Senior Department Assistant	10,467	-	719	-	197	1,761	325	813	14,281
Public Services	Senior Department Assistant	8,400	16	-	-	-	1,489	-	1,264	11,169
Public Services	Senior Public Services Contracts Admin	72,870	8,469	-	720	1,890	12,587	-	11,250	107,787
Public Services	Senior Public Services Contracts Admin	66,061	11,188	2,546	6,084	1,714	11,411	-	11,250	110,253
Public Services	Senior Public Services Contracts Admin	64,837	7,015	-	4,768	1,682	11,199	1,200	14,262	104,963
Public Services	Senior Public Services Contracts Admin	63,578	26,239	-	3,778	1,648	10,989	-	12,517	118,749
Public Services	Senior Public Services Contracts Admin	53,794	7,045	-	2,607	-	9,366	-	4,313	77,125
Public Services	Temporary Employee	6,839	-	11,683	-	53	236	-	-	18,811
Public Works	Administrative Assistant	58,566	11	-	-	1,519	10,116	-	12,294	82,507
Public Works	Assistant City Engineer	109,659	-	-	1,412	2,845	18,942	-	11,250	144,108
Public Works	City Engineer	140,106	-	-	5,940	3,633	24,207	-	8,550	182,436
Public Works	Director of Public Works	151,534	-	-	6,240	3,931	26,175	1,200	14,262	203,342
Public Works	Environmental Program Administrator	104,448	-	-	28	2,709	18,042	-	11,250	136,477
Public Works	Program Engineer	66,082	-	-	150	1,714	11,414	-	8,438	87,798
Public Works	Senior Engineering Technician	63,503	-	-	-	1,790	11,903	-	14,262	91,459
Public Works	Senior Engineering Technician	39,271	-	-	-	1,018	6,788	-	5,625	52,702
Public Works	Senior Public Works Inspector	82,608	3,134	-	1,440	2,143	14,269	-	13,252	116,846
Public Works	Senior Public Works Inspector	82,608	11,673	3,183	1,440	2,143	14,269	-	11,250	126,566
Public Works	Traffic/Transportation Engineer	109,618	-	-	1,412	2,843	18,935	1,200	7,532	141,540
Public Works	Transportation Analyst	70,587	-	-	820	1,831	12,193	1,200	11,250	97,881
Recreation & Community Services	Administrative Assistant	41,660	2,972	-	-	1,079	7,202	1,200	7,210	61,324
Recreation & Community Services	Administrative Assistant	37,298	3,633	334	-	993	6,412	800	4,828	54,299
Recreation & Community Services	Community & Senior Ctr Supervisor	60,912	-	-	1,540	1,580	10,522	1,200	7,393	83,146
Recreation & Community Services	Community & Sr Ctr Administrator	104,448	-	-	-	2,709	18,042	-	11,250	136,449
Recreation & Community Services	Community Services Coordinator - A	68,698	-	-	720	1,782	11,866	-	11,250	
Recreation & Community Services	Community Services Coordinator - B	62,802	-	14,429	1,408	1,629	10,848	-	11,250	102,366
Recreation & Community Services	Community Services Coordinator - B	54,952	-	-	138	1,425	9,492	-	8,438	74,445
Recreation & Community Services	Community Services Coordinator - B	53,293	-	-	720	1,382	9,206	-	11,250	75,851
Recreation & Community Services	Community Services Coordinator - B	42,619	2,177	-	443	1,102	7,377	-	11,250	64,969
Recreation & Community Services	Community Services Coordinator - B	41,527	-	-	720	1,077	7,173	-	9,221	59,718
Recreation & Community Services	Community Services Leader	12,083	24	-	-	-	-	-	-	12,107
Recreation & Community Services	Community Services Leader	11,537	144	-	-	-	-	-	-	11,681

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City of Mission Viejo
2013 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
Recreation & Community Services	Community Services Leader	10,026	-	-	-	-	-	-	-	10,026
Recreation & Community Services	Community Services Leader	9,855	50	-	-	-	-	-	-	9,905
Recreation & Community Services	Community Services Leader	8,683	-	-	-	-	-	-	-	
Recreation & Community Services	Community Services Leader	8,504	-	-	-	-	-	-	-	8,504
Recreation & Community Services	Community Services Leader	8,206	268	-	-	-	-	-	-	8,474
Recreation & Community Services	Community Services Leader	7,866	-	-	-	-	-	-	-	7,866
Recreation & Community Services	Community Services Leader	7,349	-	-	-	-	-	-	-	
Recreation & Community Services	Community Services Leader	7,128	-	-	-	-	-	-	-	7,128
Recreation & Community Services	Community Services Leader	7,124	74	-	-	-	-	-	-	7,198
Recreation & Community Services	Community Services Leader	7,112	-	-	-	-	-	-	-	7,112
Recreation & Community Services	Community Services Leader	6,337	-	-	-	-	-	-	-	6,337
Recreation & Community Services	Community Services Leader	5,951	-	-	-	-	-	-	-	5,951
Recreation & Community Services	Community Services Leader	5,075	-	-	-	-	-	-	-	5,075
Recreation & Community Services	Community Services Leader	4,452	-	-	-	-	-	-	-	4,452
Recreation & Community Services	Community Services Leader	4,185	-	-	-	-	-	-	-	4,185
Recreation & Community Services	Community Services Leader	4,040	-	-	-	-	-	-	-	
Recreation & Community Services	Community Services Leader	3,846	-	-	-	-	-	-	-	
Recreation & Community Services	Community Services Leader	3,801	-	-	-	-	-	-	-	3,801
Recreation & Community Services	Community Services Leader	3,329	-	-	-	-	-	-	-	3,329
Recreation & Community Services	Community Services Leader	2,870	-	-	-	-	-	-	-	2,870
Recreation & Community Services	Community Services Leader	2,848	-	-	-	-	-	-	-	2,848
Recreation & Community Services	Community Services Leader	2,336	-	-	-	-	-	-	-	2,336
Recreation & Community Services	Community Services Leader	2,117	-	-	-	-	-	-	-	
Recreation & Community Services	Community Services Leader	2,001	-	-	-	-	-	-	-	2,001
Recreation & Community Services	Community Services Leader	1,973	-	-	-	-	-	-	-	1,973
Recreation & Community Services	Community Services Leader	1,847	-	-	-	-	-	-	-	
Recreation & Community Services	Community Services Leader	1,765	-	-	-	-	-	-	-	1,765
Recreation & Community Services	Community Services Leader	1,672	-	-	-	-	-	-	-	1,672
Recreation & Community Services	Community Services Leader	1,112	-	-	-	-	-	-	-	1,112
Recreation & Community Services	Community Services Leader	654	-	-	-	-	-	-	-	
Recreation & Community Services	Community Services Leader	272	-	-	-	-	-	-	-	272
Recreation & Community Services	Community Services Leader	169	-	-	-	-	-	-	-	169
Recreation & Community Services	Community Services Leader	74	-	-	-	-	-	-	-	74
Recreation & Community Services	Community Services Manager	128,138	-	-	1,440	3,324	22,134	-	10,414	165,449
Recreation & Community Services	Community Services Manager	125,582	-	-	1,440	3,258	21,692	-	10,863	162,835
Recreation & Community Services	Community Services Specialist	40,027	4,603	-	-	1,038	6,914	-	12,294	
Recreation & Community Services	Community Services Specialist	36,477	2,892	-	-	946	6,301	-	14,262	60,878
Recreation & Community Services	Community Services Specialist	35,289	-	-	100	914	6,100	1,200	12,234	55,838
Recreation & Community Services	Community Services Specialist	33,959	3,501	-	-	882	5,881	900	3,413	48,536

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Recreation & Community Services	Community Services Specialist	31,545	903	-	-	822	5,430	1,200	8,550	48,450
Recreation & Community Services	Community Services Specialist	26,235	729	-	-	744	4,944	-	8,438	
Recreation & Community Services	Community Services Specialist	21,715	142	-	-	567	3,776	-	5,625	31,825
Recreation & Community Services	Community Services Supervisor	85,654	-	-	-	2,224	14,795	-	11,250	113,923
Recreation & Community Services	Community Services Supervisor	82,429	-	-	1,440	2,137	14,242	-	11,250	111,499
Recreation & Community Services	Community Services Supervisor	80,283	-	13,148	1,440	2,083	13,868	-	11,250	122,071
Recreation & Community Services	Community Services Supervisor	71,480	-	-	1,440	1,854	12,347	-	8,550	95,671
Recreation & Community Services	Community Services Supervisor	60,912	-	-	1,440	1,580	10,522	-	8,550	83,003
Recreation & Community Services	Department Assistant	44,718	226	-	-	1,160	7,724	-	11,250	65,079
Recreation & Community Services	Department Assistant	39,455	-	-	-	1,023	6,816	-	6,356	
Recreation & Community Services	Department Assistant	28,419	-	-	-	737	4,910	-	5,625	39,691
Recreation & Community Services	Department Assistant	23,789	-	-	-	621	4,103	-	7,176	35,690
Recreation & Community Services	Director of Recreation & Community Services	156,554	-	13,196	6,240	4,060	27,046	-	11,251	218,348
Recreation & Community Services	Lifeguard	10,592	-	-	-	-	-	-	-	10,592
Recreation & Community Services	Lifeguard	8,553	-	-	-	-	-	-	-	8,553
Recreation & Community Services	Lifeguard	8,075	64	-	-	-	-	-	-	8,139
Recreation & Community Services	Lifeguard	7,390	-	-	-	-	-	-	-	7,390
Recreation & Community Services	Lifeguard	6,379	-	-	-	-	-	-	-	6,379
Recreation & Community Services	Lifeguard	5,984	-	-	-	-	-	-	-	5,984
Recreation & Community Services	Lifeguard	4,956	10	-	-	-	-	-	-	4,965
Recreation & Community Services	Lifeguard	4,845	-	-	-	-	-	-	-	4,845
Recreation & Community Services	Lifeguard	4,520	-	-	-	-	-	-	-	4,520
Recreation & Community Services	Lifeguard	4,129	-	-	-	-	-	-	-	
Recreation & Community Services	Lifeguard	4,064	-	-	-	-	-	-	-	4,064
Recreation & Community Services	Lifeguard	3,776	-	-	-	-	-	-	-	3,776
Recreation & Community Services	Lifeguard	3,139	-	-	-	-	-	-	-	3,139
Recreation & Community Services	Lifeguard	3,105	-	-	-	-	-	-	-	3,105
Recreation & Community Services	Lifeguard	3,011	-	-	-	-	-	-	-	3,011
Recreation & Community Services	Lifeguard	2,932	-	-	-	-	-	-	-	2,932
Recreation & Community Services	Lifeguard	2,663	78	-	-	50	449	-	-	
Recreation & Community Services	Lifeguard	2,164	-	-	-	-	-	-	-	2,164
Recreation & Community Services	Lifeguard	2,147	-	-	-	-	-	-	-	
Recreation & Community Services	Lifeguard	1,883	-	-	-	-	-	-	-	1,883
Recreation & Community Services	Lifeguard	1,504	-	-	-	-	-	-	-	1,504
Recreation & Community Services	Lifeguard	1,075	-	-	-	-	-	-	-	1,075
Recreation & Community Services	Lifeguard	938	-	-	-	-	-	-	-	938
Recreation & Community Services	Lifeguard	847	-	-	-	-	-	-	-	
Recreation & Community Services	Lifeguard	562	-	-	-	-	-	-	-	562
Recreation & Community Services	Lifeguard	171	-	-	-	-	-	-	-	171

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Recreation & Community Services	Senior Community Services Leader	2,808	459	-	-	-	498	-	-	3,765
Recreation & Community Services	Senior Department Assistant	36,905	202	-	-	959	6,398	900	5,813	51,177
Recreation & Community Services	Senior Lifeguard	10,994	-	-	-	165	1,932	-	-	13,090
Recreation & Community Services	Senior Lifeguard	6,113	-	-	-	101	1,041	-	-	7,255
Recreation & Community Services	Senior Lifeguard	1,253	-	-	-	-	-	-	-	1,253
Recreation & Community Services	Senior Lifeguard	967	-	-	-	36	163	-	-	
Recreation & Community Services	Senior Lifeguard	683	-	-	-	-	-	-	-	683
Recreation & Community Services	Sr. Community Services Leader	13,165	-	-	-	-	-	-	-	13,165
Recreation & Community Services	Sr. Community Services Leader	13,143	17	-	-	-	-	-	-	13,161
Recreation & Community Services	Sr. Community Services Leader	11,042	-	-	-	-	-	-	-	11,042
Recreation & Community Services	Sr. Community Services Leader	11,020	-	-	-	-	-	-	-	11,020
Recreation & Community Services	Sr. Community Services Leader	10,332	-	-	-	-	-	-	-	
Recreation & Community Services	Sr. Community Services Leader	9,781	-	-	-	-	-	-	-	9,781
Recreation & Community Services	Sr. Community Services Leader	6,606	-	-	-	-	-	-	-	6,606
Recreation & Community Services	Sr. Community Services Leader	3,563	-	-	-	91	615	-	-	
Recreation & Community Services	Sr. Community Services Leader	2,706	-	-	-	-	-	-	-	2,706
Recreation & Community Services	Sr. Community Services Leader	1,304	-	-	-	-	-	-	-	1,304
Recreation & Community Services	Sr. Community Services Leader	590	-	-	-	-	-	-	-	590

*Director of Community Development retired in December 2013, his replacement was promoted at that time and given the title "Director of Community Development".

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