

**City of Costa Mesa 2015 Compensation and Benefits Report
Column Definitions**

Job Title	Employee's job title
Name	Employee's name
2015 Status	Employee's status as of End of Payroll Year Employee is <u>A</u> ctive, <u>R</u> etired or <u>s</u> epara <u>T</u> ed from the City
Monthly Salary Rate as of End of Year	Employee's base monthly salary rate as of End of Payroll Year
Annual Salary Rate as of End of Year	Employee's base annual salary rate as of End of Payroll Year
Pay Categories with Overtime Hours	
Base Pay	Employee's actual earnings at their base salary rates. May include unpaid leaves.
Overtime Pay Hours	Employee's actual overtime earnings and paid hours. Includes reimbursable overtime to the City. The rate may be based on a 56 hr (firefighter) or 40 hr (all other) workweek.
Specialty Pay	Special assignment/skill pays (i.e. Bilingual pay, Field Training assignment, Motor Officer assignment, Shift Differential, etc.)
Certification Pay	Pays associated with special certifications/licenses (i.e. Peace Officer Standards Training (POST) certifications, Fire Certification Program, Paramedic certification, Class A/B License, etc.)
Other Pay	Pays not included under specialty/certification pays (i.e. executive car allowance, executive professional development, board meetings). Also includes retroactive pay adjustments (i.e. delayed merit increases).
Leave Payouts	Annual vacation/holiday leave payouts or vacation/sick payouts upon separation.
Health Benefits	City's contribution towards health benefits (medical, dental, vision, life, LTD, etc.)
Total Pay	Sum of all pay categories.
Pension	
Total Pension Cost (EE+ER)	Total cost of employee's pension benefit (includes both employee contribution and employer contribution)
EE Paid Retirement Contribution	Employee's contribution towards retirement (paid by the employee as a payroll deduction)
ER Pension Cost	Employer's contribution towards retirement (Total Pension Cost – EE Paid Retirement Contribution)
Total (Total Pay + ER Pension Cost)	Total of pay categories and Employer's contribution towards retirement (Total Pay + ER Pension Cost) Overall ranking is based upon this column amount

City of Costa Mesa 2015 Compensation and Benefits Report

Row	Job Title / Name	2015 Status	Monthly Salary Rate as of End of Year	Annual Salary Rate as of End of Year	PAY CATEGORIES with Overtime Hours								PENSION			Total (Total Pay + ER Pension Cost)	
					Base Pay	Overtime		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
						Pay	Hours										
1	Police Chief (Sharpnack,R)	A	17,225.00	206,700.00	189,744.01	0.00	0	1,273.65	4,754.96	1,709.46	14,944.43	16,486.12	228,912.63	115,462.45	(16,688.48)	98,773.97	327,686.60
2	Chief Executive Officer (Hatch,T)	A	18,138.00	217,656.00	217,655.94	0.00	0	0.00	0.00	13,821.12	8,371.38	21,719.88	261,568.32	85,277.84	(22,786.40)	62,491.44	324,059.76
3	Battalion Chief (Kershaw,W)	A	11,562.00	138,744.00	138,743.98	48,491.29	679	0.00	10,405.72	1,249.66	7,637.10	21,504.08	228,031.83	101,180.04	(8,501.78)	92,678.26	320,710.09
4	Fire Captain (Hurd,M)	A	9,507.00	114,084.00	114,084.03	99,106.36	1662	2,469.22	8,556.34	0.00	5,265.42	6,672.12	236,153.49	85,579.82	(7,190.73)	78,389.09	314,542.58
5	Fire Captain (Noceti,J)	A	9,507.00	114,084.00	114,084.00	88,349.35	1451	4,938.70	8,556.34	0.00	8,688.06	6,672.12	231,288.57	87,364.27	(7,343.31)	80,020.96	311,309.53
6	Battalion Chief (Vasin,T)	A	11,562.00	138,744.00	138,743.96	41,201.50	577	0.00	5,202.86	1,693.68	9,611.03	21,504.08	217,957.11	97,806.14	(8,218.15)	89,587.99	307,545.10
7	Battalion Chief (Diamond,K)	A	11,562.00	138,744.00	138,743.95	41,594.59	582	0.00	6,136.68	1,693.68	6,403.57	21,504.08	216,076.55	98,449.71	(8,269.04)	90,180.67	306,257.22
8	Police Captain (Manley,M)	A	14,718.00	176,616.00	169,498.12	0.00	0	0.00	8,474.73	1,192.71	14,661.15	12,000.04	205,826.75	107,318.36	(10,170.55)	97,147.81	302,974.56
9	Fire Captain (Cerciello,N)	A	9,507.00	114,084.00	112,620.44	84,525.55	1402	4,938.70	8,556.34	276.27	5,265.42	6,672.12	222,854.84	86,989.43	(7,304.15)	79,685.28	302,540.12
10	Battalion Chief (Seguin,F)	T	5,780.67	69,368.00	134,340.37	2,715.48	38	11,673.37	1,459.06	583.63	51,216.60	18,195.76	220,184.27	86,526.06	(7,359.69)	79,166.37	299,350.64
11	Fire Captain (Peters,J)	A	9,507.00	114,084.00	114,083.98	86,847.97	1412	0.00	8,556.34	0.00	5,265.41	6,672.12	221,425.82	84,470.16	(7,098.06)	77,372.10	298,797.92
12	Police Captain (Glass,B)	A	14,017.00	168,204.00	158,566.54	0.00	0	4,386.74	13,592.41	0.00	17,432.54	7,843.41	201,821.64	105,498.32	(10,049.56)	95,448.76	297,270.40
13	Police Sergeant (Hoferitza,Z)	A	10,459.00	125,508.00	125,507.98	68,199.72	754	3,137.68	12,550.72	0.00	0.00	7,571.98	216,968.08	81,555.83	(1,484.50)	80,071.33	297,039.41
14	Fire Captain (Coates,C)	A	9,507.00	114,084.00	114,084.00	79,458.12	1318	1,755.12	8,556.62	0.00	5,265.42	6,672.12	215,791.40	84,068.44	(7,063.10)	77,005.34	292,796.74
15	Police Officer (Brown,J)	A	8,579.00	102,948.00	102,948.01	74,539.87	1030	15,090.30	10,294.70	0.00	5,780.39	7,571.98	216,225.25	76,885.90	(1,464.79)	75,421.11	291,646.36
16	Fire Captain (Goodsir,L)	A	9,507.00	114,084.00	114,083.98	77,800.95	1284	0.00	7,848.88	0.00	5,265.42	6,672.12	211,671.35	83,669.87	(7,029.30)	76,640.57	288,311.92
17	Fire Captain (Turner,B)	A	9,507.00	114,084.00	114,083.95	75,694.39	1263	0.00	8,556.34	0.00	5,265.42	6,672.12	210,272.22	84,097.54	(7,068.62)	77,028.92	287,301.14
18	Fire Captain (Gagne,R)	A	9,507.00	114,084.00	114,084.00	73,723.76	1193	0.00	8,556.34	0.00	5,265.42	6,672.12	208,301.64	84,304.33	(7,083.33)	77,221.00	285,522.64
19	Fire Division Chief (Pyle,J)	A	12,663.00	151,956.00	119,910.46	65,359.49	1069	19.59	7,239.98	116.88	4,219.36	8,953.96	205,819.72	86,477.25	(7,258.53)	79,218.72	285,038.44
20	Fire Captain (Pignone,R)	A	9,507.00	114,084.00	114,084.01	64,503.44	1042	1,044.67	8,255.78	0.00	7,745.81	6,672.12	202,305.83	84,983.41	(7,139.27)	77,844.14	280,149.97
21	Fire Captain (Brosamer,S)	A	9,507.00	114,084.00	114,083.99	67,757.70	1102	0.00	8,556.34	0.00	5,265.42	6,672.12	202,335.57	84,304.30	(7,083.33)	77,220.97	279,556.54
22	Police Sergeant (Hildeman Jr,J)	A	10,459.00	125,508.00	125,508.01	39,869.92	441	0.00	12,550.72	0.00	10,505.27	7,571.98	196,005.90	83,096.99	(1,583.15)	81,513.84	277,519.74
23	Police Lieutenant (Scott,G)	A	12,303.00	147,636.00	146,283.71	0.00	0	3,657.16	14,628.38	311.02	16,014.19	6,312.02	187,206.48	98,917.01	(9,376.66)	89,540.35	276,746.83
24	Police Sergeant (Zzzzzzzzzzz)	A	10,459.00	125,508.00	125,507.99	43,776.94	493	3,137.68	12,550.72	0.00	2,902.38	7,571.98	195,447.69	81,555.83	(1,484.50)	80,071.33	275,519.02
25	Fire Fighter (Montgomery,E)	A	8,107.00	97,284.00	97,283.99	89,271.78	1707	0.00	8,271.38	0.00	5,030.23	6,672.12	206,529.50	73,029.45	(6,136.64)	66,892.81	273,422.31
26	Fire Engineer (Barnes,M)	A	8,231.00	98,772.00	98,771.80	88,618.16	1696	4,938.70	2,568.00	0.00	4,558.71	6,672.12	206,127.49	73,093.37	(6,141.37)	66,952.00	273,079.49

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					Base Pay	Overtime		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
						Pay	Hours										
27	Fire Captain (Kreza,M)	A	9,507.00	114,084.00	114,084.04	60,121.97	978	0.00	8,556.34	0.00	5,923.62	6,672.12	195,358.09	84,801.90	(7,127.55)	77,674.35	273,032.44
28	Fire Engineer (Kearley,D)	A	8,231.00	98,772.00	98,771.93	86,143.67	1666	11.02	8,556.34	0.00	4,558.71	6,672.12	204,713.79	73,651.16	(6,187.58)	67,463.58	272,177.37
29	Police Lieutenant (Davis,K)	A	12,303.00	147,636.00	146,283.73	0.00	0	3,657.16	14,628.38	311.02	10,471.12	6,312.02	181,663.43	98,917.03	(9,376.66)	89,540.37	271,203.80
30	Police Sergeant (Wadkins,B)	A	10,459.00	125,508.00	125,507.98	26,006.69	288	15,493.66	12,550.72	0.00	0.00	7,571.98	187,131.03	85,169.08	(1,550.25)	83,618.83	270,749.86
31	Fire Captain (DeFluiter,D)	A	9,507.00	114,084.00	114,084.03	60,071.81	998	0.00	7,848.88	0.00	5,265.42	6,672.12	193,942.26	83,833.96	(7,043.87)	76,790.09	270,732.35
32	Fire Engineer (Savage,S)	A	8,231.00	98,772.00	98,771.85	76,548.27	1471	4,952.26	8,556.34	0.00	4,558.71	6,672.12	200,059.55	77,063.94	(6,476.77)	70,587.17	270,646.72
33	Fire Engineer (Purcell,S)	A	8,231.00	98,772.00	95,696.28	90,382.58	1772	0.00	6,900.13	1,017.07	4,455.57	6,672.12	205,123.75	70,783.82	(5,966.32)	64,817.50	269,941.25
34	Sr Police Officer (Adams,W)	R	9,008.00	108,096.00	108,095.99	51,319.63	693	8,107.32	10,809.50	0.00	9,146.59	7,571.98	195,051.01	76,262.10	(1,449.11)	74,812.99	269,864.00
35	Police Sergeant (Dieball,C)	A	10,459.00	125,508.00	125,507.99	29,596.95	327	8,542.56	12,550.72	0.00	2,902.38	7,571.98	186,672.58	84,667.97	(1,541.15)	83,126.82	269,799.40
36	Econ & Development Svcs Dir (Armstrong,G)	A	15,480.00	185,760.00	185,760.03	0.00	0	0.00	0.00	5,723.91	0.00	21,719.88	213,203.82	70,921.51	(14,860.82)	56,060.69	269,264.51
37	Police Sergeant (Casarez,D)	A	10,459.00	125,508.00	125,508.00	24,784.79	293	3,137.68	12,550.72	0.00	12,315.49	7,571.98	185,868.66	84,903.69	(1,616.01)	83,287.68	269,156.34
38	Fire Captain (Heunemann,J)	A	9,507.00	114,084.00	114,083.95	51,083.25	840	4,938.70	7,415.72	0.00	5,265.42	6,672.12	189,459.16	86,455.91	(7,264.26)	79,191.65	268,650.81
39	Police Sergeant (Souza Jr,J)	A	10,459.00	125,508.00	125,507.95	25,765.34	288	3,137.68	12,550.72	0.00	8,855.56	7,571.98	183,389.23	84,903.67	(1,616.01)	83,287.66	266,676.89
40	Public Services Director (Munoz,E)	A	14,738.00	176,856.00	176,856.09	0.00	0	0.00	0.00	10,054.56	6,802.15	21,719.88	215,432.68	69,292.57	(18,515.12)	50,777.45	266,210.13
41	Fire Engineer (Cathey,S)	A	8,231.00	98,772.00	98,771.91	81,624.66	1541	0.00	7,408.44	0.00	4,558.71	6,672.12	199,035.84	73,189.37	(6,148.68)	67,040.69	266,076.53
42	Assistant CEO (Letourneau,T)	A	15,321.00	183,852.00	183,851.96	0.00	0	346.93	0.00	6,820.05	7,071.24	21,719.88	219,810.06	55,747.34	(9,751.49)	45,995.85	265,805.91
43	Police Lieutenant (Beckman,P)	A	12,303.00	147,636.00	146,283.71	0.00	0	0.00	14,628.37	304.62	10,430.57	6,312.02	177,959.29	96,810.60	(9,176.95)	87,633.65	265,592.94
44	Fire Chief (Stefano,D)	A	17,110.00	205,320.00	203,815.30	0.00	0	0.00	0.00	3,880.75	0.00	21,719.88	229,415.93	53,333.91	(18,512.59)	34,821.32	264,237.25
45	Fire Engineer (Prochnow,D)	A	8,231.00	98,772.00	98,771.86	73,583.51	1404	16.11	8,556.34	0.00	4,558.71	6,672.12	192,158.65	74,094.56	(6,226.97)	67,867.59	260,026.24
46	Police Officer (Torres,J)	A	8,579.00	102,948.00	102,948.01	46,339.01	638	8,842.32	10,294.70	0.00	11,091.55	7,571.98	187,087.57	73,018.08	(1,404.59)	71,613.49	258,701.06
47	Police Sergeant (Wessel,P)	A	10,459.00	125,508.00	125,507.97	12,203.84	136	3,137.68	12,550.72	0.00	13,522.29	7,571.98	174,494.48	84,903.66	(1,616.01)	83,287.65	257,782.13
48	Police Lieutenant (Lapointe,J)	A	11,159.00	133,908.00	127,769.57	24,492.11	277	3,194.24	12,776.89	0.00	2,529.31	7,232.76	177,994.88	83,097.53	(3,701.47)	79,396.06	257,390.94
49	Police Sergeant (Manson,M)	A	9,961.00	119,532.00	119,531.89	26,822.79	321	2,988.18	11,953.24	0.00	8,280.92	7,571.98	177,149.00	80,872.99	(1,539.30)	79,333.69	256,482.69
50	Fire Fighter (Torres,C)	A	8,107.00	97,284.00	97,283.97	65,457.71	1285	2,508.48	9,904.72	0.00	4,490.03	6,672.12	186,317.03	75,439.66	(6,344.10)	69,095.56	255,412.59
51	Police Lieutenant (Bakkila,V)	A	11,717.00	140,604.00	133,908.01	0.00	0	6,050.20	13,390.78	0.00	11,845.76	6,312.02	171,506.77	92,125.28	(8,718.46)	83,406.82	254,913.59
52	Fire Engineer (Soldan,D)	A	8,231.00	98,772.00	98,771.83	69,916.19	1336	0.00	7,986.16	0.00	4,558.71	6,672.12	187,905.01	73,086.01	(6,142.43)	66,943.58	254,848.59

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					Base Pay	Overtime		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
						Pay	Hours										
53	Police Sergeant (Miles,D)	A	9,961.00	119,532.00	107,412.91	43,361.45	566	8,090.20	10,741.23	0.00	5,365.45	7,571.98	182,543.22	73,097.83	(1,275.14)	71,822.69	254,365.91
54	Fire Engineer (Mancillas,A)	A	8,231.00	98,772.00	98,771.83	68,216.34	1306	0.00	8,556.34	0.00	4,558.71	6,672.12	186,775.34	73,644.38	(6,186.98)	67,457.40	254,232.74
55	Police Lieutenant (Everett,E)	A	11,159.00	133,908.00	132,938.74	8,915.25	139	2,309.60	13,293.85	0.00	9,406.74	6,457.40	173,321.58	89,315.34	(8,451.18)	80,864.16	254,185.74
56	Fire Engineer (Carrera,R)	A	8,231.00	98,772.00	98,771.87	59,967.42	1120	4,938.70	8,556.34	0.00	4,558.71	6,672.12	183,465.16	77,073.17	(6,475.89)	70,597.28	254,062.44
57	Police Sergeant (Grimmond,M)	A	10,459.00	125,508.00	125,508.03	4,932.82	55	8,542.56	12,550.72	0.00	7,924.51	7,571.98	167,030.62	88,015.89	(1,672.66)	86,343.23	253,373.85
58	Fire Fighter (Bibler,J)	A	8,107.00	97,284.00	97,284.02	69,318.51	1332	0.00	8,556.86	0.00	4,490.03	6,672.12	186,321.54	72,607.35	(6,101.43)	66,505.92	252,827.46
59	Fire Engineer (Melgoza Jr.,P)	A	8,231.00	98,772.00	98,771.87	60,379.19	1156	4,938.70	7,408.44	0.00	4,558.71	6,672.12	182,729.03	76,310.08	(6,411.71)	69,898.37	252,627.40
60	Police Officer (Williams,T)	A	8,579.00	102,948.00	102,947.96	51,894.64	705	2,573.74	10,294.70	0.00	8,710.99	7,571.98	183,994.01	69,688.07	(1,326.40)	68,361.67	252,355.68
61	Fire Engineer (Lilly,G)	A	8,231.00	98,772.00	98,771.87	66,253.09	1263	4.24	7,986.16	0.00	4,558.71	6,672.12	184,246.19	73,379.06	(6,168.42)	67,210.64	251,456.83
62	Police Sergeant (Selinske,M)	A	9,961.00	119,532.00	119,531.91	18,949.76	228	8,393.06	11,953.24	0.00	4,775.42	7,571.98	171,175.37	80,796.86	(1,470.65)	79,326.21	250,501.58
63	Police Sergeant (Stafford,S)	A	10,459.00	125,508.00	125,508.00	10,408.69	115	2,702.44	12,550.72	0.00	8,640.15	7,571.98	167,381.98	84,398.52	(1,606.84)	82,791.68	250,173.66
64	Police Officer (Garcia,M)	A	8,579.00	102,948.00	102,947.99	52,018.43	702	5,404.88	10,294.70	0.00	3,959.54	7,571.98	182,197.52	68,572.21	(1,248.15)	67,324.06	249,521.58
65	Police Sergeant (Johnson,D)	A	10,459.00	125,508.00	125,507.98	14,692.82	163	3,137.68	12,550.72	0.00	5,315.98	7,571.98	168,777.16	81,555.82	(1,484.50)	80,071.32	248,848.48
66	Police Officer (Bao,K)	A	8,579.00	102,948.00	102,948.02	51,037.85	700	7,978.62	10,294.70	0.00	0.00	7,571.98	179,831.17	70,054.16	(1,275.15)	68,779.01	248,610.18
67	Fire Engineer (Kim,P)	A	8,231.00	98,772.00	98,771.88	62,335.13	1199	2,469.22	5,852.34	0.00	4,558.71	6,672.12	180,659.40	73,616.93	(6,186.91)	67,430.02	248,089.42
68	Police Officer (Maridakis,G)	A	8,579.00	102,948.00	102,948.00	48,801.30	651	6,266.07	10,294.70	0.00	4,360.33	7,571.98	180,242.38	69,042.54	(1,280.52)	67,762.02	248,004.40
69	Fire Engineer (Maldonado,E)	A	8,231.00	98,772.00	98,771.91	54,158.49	1002	4,938.70	6,274.84	0.00	7,521.93	6,672.12	178,337.99	75,691.10	(6,361.98)	69,329.12	247,667.11
70	Police Officer (Chamness,J)	A	8,579.00	102,948.00	102,948.03	45,349.05	645	7,634.51	10,294.70	0.00	4,360.33	7,571.98	178,158.60	69,856.22	(1,222.71)	68,633.51	246,792.11
71	Fire Fighter (Keating,T)	A	8,107.00	97,284.00	97,283.98	63,801.67	1216	0.00	7,415.72	0.00	4,490.03	6,672.12	179,663.52	72,453.89	(6,088.22)	66,365.67	246,029.19
72	Police Sergeant (Phillips,C)	A	10,459.00	125,508.00	125,507.98	7,391.68	83	8,542.56	12,550.72	0.00	0.00	7,571.98	161,564.92	84,667.98	(1,541.15)	83,126.83	244,691.75
73	Police Officer (Reyes,O)	A	8,579.00	102,948.00	102,948.02	32,693.11	451	19,196.79	10,294.71	49.49	0.00	7,571.98	172,754.10	73,019.91	(1,326.40)	71,693.51	244,447.61
74	Fire Fighter (DeFluiter,D)	A	8,107.00	97,284.00	97,284.08	50,367.96	929	4,938.70	7,908.44	0.00	7,408.53	6,672.12	174,579.83	75,958.30	(6,381.97)	69,576.33	244,156.16
75	Fire Captain (McDowell,F)	A	9,054.00	108,648.00	99,911.41	55,870.91	1068	16.96	8,556.34	0.00	5,014.52	6,672.12	176,042.26	74,336.32	(6,243.23)	68,093.09	244,135.35
76	Fire Fighter (Ferguson,D)	A	8,107.00	97,284.00	97,283.99	50,605.73	948	4,938.70	8,255.78	0.00	4,490.03	6,672.12	172,246.35	75,988.88	(6,387.13)	69,601.75	241,848.10
77	Police Officer (Luczkiewicz,S)	A	8,579.00	102,948.00	102,948.02	48,838.44	668	2,573.74	10,294.70	0.00	2,380.56	7,571.98	174,607.44	66,942.02	(1,218.50)	65,723.52	240,330.96
78	Police Sergeant (Selinske,S)	A	10,459.00	125,508.00	125,507.99	16,246.62	180	0.00	12,550.72	0.00	121.89	7,571.98	161,999.20	79,749.10	(1,451.60)	78,297.50	240,296.70

City of Costa Mesa 2015 Compensation and Benefits Report

Row	Job Title / Name	2015 Status	Monthly Salary Rate as of End of Year	Annual Salary Rate as of End of Year	PAY CATEGORIES with Overtime Hours								PENSION			Total (Total Pay + ER Pension Cost)	
					Base Pay	Overtime		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
						Pay	Hours										
79	Police Officer (Bates,C)	A	8,579.00	102,948.00	102,948.04	28,984.74	390	12,938.14	10,294.70	0.00	6,391.13	7,571.98	169,128.73	72,434.54	(1,358.76)	71,075.78	240,204.51
80	Building Official (Nguyen,K)	A	12,812.00	153,744.00	153,743.94	0.00	0	7,687.16	0.00	1,768.56	7,694.51	21,504.08	192,398.25	63,249.12	(16,900.26)	46,348.86	238,747.11
81	Police Officer (Diaz,C)	A	8,579.00	102,948.00	102,948.03	22,666.77	298	13,057.96	10,294.70	0.00	7,083.53	7,571.98	163,622.97	75,689.94	(1,478.95)	74,210.99	237,833.96
82	Fire Engineer (Basco,C)	A	8,231.00	98,772.00	98,771.84	50,445.51	953	0.00	8,556.34	0.00	4,558.70	6,672.12	169,004.51	74,083.90	(6,226.02)	67,857.88	236,862.39
83	Police Officer (Lopez,A)	A	8,579.00	102,948.00	102,948.03	22,338.86	317	13,967.43	10,294.70	0.00	4,751.45	7,571.98	161,872.45	76,217.12	(1,494.29)	74,722.83	236,595.28
84	Assistant CEO (Francis,R)	A	13,235.00	158,820.00	158,819.98	0.00	0	0.00	0.00	6,517.95	3,665.08	21,719.88	190,722.89	62,226.02	(16,626.76)	45,599.26	236,322.15
85	Fire Fighter (Beutz,G)	A	8,107.00	97,284.00	97,283.96	56,099.44	1066	0.00	5,988.06	0.00	4,490.03	6,672.12	170,533.61	71,355.63	(5,995.27)	65,360.36	235,893.97
86	Fire Fighter (Davis,A)	A	7,929.00	95,148.00	93,260.22	51,053.74	992	4,938.70	8,271.38	121.78	4,391.45	6,672.12	168,709.39	73,325.19	(6,161.78)	67,163.41	235,872.80
87	Police Officer (Sepulveda,A)	A	8,579.00	102,948.00	102,947.99	21,534.59	280	10,230.60	10,294.70	0.00	10,412.51	7,571.98	162,992.37	74,140.68	(1,383.01)	72,757.67	235,750.04
88	Police Officer (Zzzzzzzzz)	A	8,579.00	102,948.00	102,948.01	54,604.51	749	2,573.74	5,147.48	0.00	0.00	7,571.98	172,845.72	63,978.57	(1,164.55)	62,814.02	235,659.74
89	Fire Fighter (Martinez,M)	A	8,107.00	97,284.00	97,284.05	57,671.48	1106	0.00	4,776.74	0.00	4,490.03	6,672.12	170,894.42	70,119.57	(5,890.53)	64,229.04	235,123.46
90	Police Officer (Le,B)	A	8,579.00	102,948.00	102,947.98	38,591.58	514	2,702.44	10,294.71	0.00	6,340.10	7,571.98	168,448.79	67,015.95	(1,219.85)	65,796.10	234,244.89
91	Police Officer (Brunt,C)	A	8,579.00	102,948.00	102,947.98	29,733.65	397	14,321.53	10,294.70	0.00	0.00	7,571.98	164,869.84	70,192.02	(1,287.28)	68,904.74	233,774.58
92	Fire Fighter (McVey,E)	A	8,107.00	97,284.00	97,284.03	49,081.14	940	49.29	9,056.34	0.00	4,490.03	6,672.12	166,632.95	73,146.41	(6,144.24)	67,002.17	233,635.12
93	Police Officer (Kuo,J)	A	8,579.00	102,948.00	102,948.02	26,629.42	351	8,389.30	10,294.70	0.00	4,751.45	7,571.98	160,584.87	73,041.58	(1,389.61)	71,651.97	232,236.84
94	Fire Fighter (Reddy,K)	A	8,107.00	97,284.00	97,283.98	46,270.37	875	0.00	9,012.94	0.00	4,490.03	6,672.12	163,729.44	73,298.34	(6,157.65)	67,140.69	230,870.13
95	Fire Fighter (Moss,W)	A	8,107.00	97,284.00	97,284.02	50,678.30	959	0.00	5,852.34	0.00	5,163.53	6,672.12	165,650.31	70,834.46	(5,950.98)	64,883.48	230,533.79
96	Fire Fighter (Harris,A)	A	8,018.00	96,216.00	95,375.10	44,496.95	852	4,938.70	6,022.53	216.72	4,391.45	6,672.12	162,113.57	73,746.54	(6,200.14)	67,546.40	229,659.97
97	Fire Captain (Pulgencio,B)	A	9,507.00	114,084.00	114,084.00	32,086.14	546	0.00	8,554.94	0.00	5,265.42	6,672.12	166,662.62	69,048.95	(6,127.82)	62,921.13	229,583.75
98	Police Officer (Walk,C)	A	8,579.00	102,948.00	102,948.04	15,434.42	225	12,024.76	10,294.71	0.00	6,318.36	7,571.98	154,592.27	75,101.65	(1,446.57)	73,655.08	228,247.35
99	Police Officer (Doezie,J)	A	8,579.00	102,948.00	103,096.50	35,051.19	482	4,600.51	10,309.55	0.00	0.00	7,571.98	160,629.73	68,247.44	(1,218.50)	67,028.94	227,658.67
100	Fire Captain (Voss,T)	A	8,623.00	103,476.00	99,427.41	38,184.09	717	77.68	9,404.98	0.00	4,490.03	6,672.12	158,256.31	75,574.66	(6,343.56)	69,231.10	227,487.41
101	Fire Fighter (Vitello,A)	A	7,929.00	95,148.00	94,451.98	39,361.74	780	4,938.70	8,556.60	729.78	4,391.45	6,672.12	159,102.37	74,415.81	(6,283.78)	68,132.03	227,234.40
102	Information Technology Director (Ely,S)	A	12,694.00	152,328.00	152,327.90	0.00	0	0.00	0.00	7,914.14	0.00	21,719.88	181,961.92	55,459.10	(11,337.05)	44,122.05	226,083.97
103	Fire Fighter (Horner,J)	A	8,107.00	97,284.00	97,284.04	34,963.45	654	4,938.70	7,915.72	0.00	4,490.03	6,672.12	156,264.06	75,979.17	(6,385.55)	69,593.62	225,857.68
104	Fire Fighter (LaFave,G)	A	8,107.00	97,284.00	97,283.99	47,444.56	919	0.00	5,333.14	0.00	4,490.03	6,672.12	161,223.84	70,382.02	(5,911.40)	64,470.62	225,694.46

City of Costa Mesa 2015 Compensation and Benefits Report

Row	Job Title / Name	2015 Status	Monthly Salary Rate as of End of Year	Annual Salary Rate as of End of Year	PAY CATEGORIES with Overtime Hours								PENSION			Total (Total Pay + ER Pension Cost)	
					Base Pay	Overtime		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
						Pay	Hours										
105	Fire Fighter (Bangle,D)	A	8,107.00	97,284.00	97,284.02	46,971.89	890	2,091.96	3,066.98	0.00	4,490.03	6,672.12	160,577.00	71,014.50	(5,961.33)	65,053.17	225,630.17
106	Fire Engineer (Brock,J)	A	8,231.00	98,772.00	98,771.84	39,880.51	759	0.00	8,419.32	0.00	4,558.71	6,672.12	158,302.50	73,420.08	(6,170.77)	67,249.31	225,551.81
107	Fire Fighter (Geiger JR,M)	A	8,107.00	97,284.00	96,927.69	46,336.70	888	1,044.67	5,063.52	0.00	4,490.03	6,672.12	160,534.73	70,955.05	(5,955.13)	64,999.92	225,534.65
108	Fire Fighter (Glasgow,J)	A	8,107.00	97,284.00	97,284.01	40,099.64	815	17.54	9,056.34	0.00	4,490.03	6,672.12	157,619.68	72,796.51	(6,118.11)	66,678.40	224,298.08
109	Fire Fighter (Ortega,J)	A	8,107.00	97,284.00	97,284.01	39,401.69	753	4,938.70	2,566.98	0.00	7,408.53	6,672.12	158,272.03	72,065.75	(6,058.08)	66,007.67	224,279.70
110	Fire Fighter (Serrato,J)	A	7,127.00	85,524.00	85,524.01	51,325.14	1064	4,938.70	8,556.34	0.00	3,947.26	6,672.12	160,963.57	68,261.42	(5,736.87)	62,524.55	223,488.12
111	Police Officer (Sevilla,D)	A	8,579.00	102,948.00	102,948.01	19,873.49	281	5,280.44	10,294.70	0.00	7,132.01	7,571.98	153,100.63	71,226.07	(1,330.61)	69,895.46	222,996.09
112	Fire Fighter (Ruhl II,K)	A	7,929.00	95,148.00	94,203.15	44,306.91	866	2,156.49	5,419.18	0.00	4,934.20	6,672.12	157,692.05	70,264.57	(5,895.02)	64,369.55	222,061.60
113	Fire Fighter (Gardner,T)	A	8,107.00	97,284.00	97,284.00	44,182.58	844	0.00	4,563.52	0.00	4,490.03	6,672.12	157,192.25	70,299.99	(5,903.11)	64,396.88	221,589.13
114	Fire Fighter (Palombo,T)	A	8,107.00	97,284.00	97,284.01	33,508.24	636	2,490.93	8,556.34	0.00	4,490.03	6,672.12	153,001.67	74,405.78	(6,253.31)	68,152.47	221,154.14
115	Human Resources Manager (Nakamoto,L)	A	12,353.00	148,236.00	148,236.05	0.00	0	1,033.40	0.00	1,000.00	5,701.39	21,504.08	177,474.92	58,492.20	(15,627.05)	42,865.15	220,340.07
116	Police Officer (Barnes,J)	A	8,579.00	102,948.00	102,948.03	22,745.65	307	6,196.08	10,294.70	0.00	2,380.56	7,571.98	152,137.00	69,001.80	(1,227.92)	67,773.88	219,910.88
117	Police Officer (Bradbury,M)	A	8,579.00	102,948.00	102,948.01	29,387.20	403	0.00	10,294.70	0.00	5,350.22	7,571.98	155,552.11	65,459.97	(1,191.50)	64,268.47	219,820.58
118	Fire Fighter (Pregizer,C)	A	7,840.00	94,080.00	94,079.91	42,804.55	837	0.00	7,130.50	0.00	4,342.15	6,672.12	155,029.23	69,895.49	(5,874.06)	64,021.43	219,050.66
119	Police Officer (Cordero,C)	A	8,579.00	102,948.00	102,948.01	20,713.30	286	3,437.44	10,294.70	0.00	4,751.45	7,571.98	149,716.88	69,905.90	(1,347.97)	68,557.93	218,274.81
120	Police Officer (Leffingwell,S)	A	8,579.00	102,948.00	99,140.75	15,508.66	207	6,963.96	9,913.98	0.00	4,751.46	7,280.75	143,559.56	72,286.56	(1,092.04)	71,194.52	214,754.08
121	Police Officer (Rosado,E)	A	8,579.00	102,948.00	102,948.01	25,378.17	369	2,573.74	10,294.70	0.00	17.32	7,571.98	148,783.92	66,942.01	(1,218.50)	65,723.51	214,507.43
122	Fire Fighter (Fenton,S)	A	8,107.00	97,284.00	97,284.01	36,524.43	689	0.00	4,563.52	0.00	4,490.03	6,672.12	149,534.11	70,250.24	(5,903.09)	64,347.15	213,881.26
123	Police Officer (Morales,J)	A	8,579.00	102,948.00	102,948.01	17,607.59	244	5,404.88	10,294.70	0.00	2,380.56	7,571.98	146,207.72	68,572.23	(1,248.15)	67,324.08	213,531.80
124	Police Officer (Cover,K)	A	8,579.00	102,948.00	102,948.04	11,894.06	160	4,259.62	10,294.70	0.00	6,945.91	7,571.98	143,914.31	70,662.96	(1,326.40)	69,336.56	213,250.87
125	Police Officer (Hernandez,B)	A	8,579.00	102,948.00	102,948.01	4,862.79	66	7,978.62	10,294.70	0.00	8,121.40	7,571.98	141,777.50	72,800.32	(1,383.01)	71,417.31	213,194.81
126	Police Officer (Guenther,H)	A	8,579.00	102,948.00	102,948.00	15,720.57	228	4,998.96	10,294.70	0.00	4,360.33	7,571.98	145,894.54	68,353.38	(1,218.50)	67,134.88	213,029.42
127	Asst Dev Services Director (Flynn,C)	A	12,766.00	153,192.00	146,631.36	0.00	0	0.00	0.00	1,000.00	0.00	21,504.08	169,135.44	57,541.88	(15,350.80)	42,191.08	211,326.52
128	Sr Police Officer (Cohen,M)	R	9,008.00	108,096.00	108,096.03	0.00	0	2,783.64	10,809.50	0.00	9,146.59	7,571.98	138,407.74	73,205.01	(1,396.89)	71,808.12	210,215.86
129	Police Officer (Christian,F)	A	8,579.00	102,948.00	102,948.04	11,272.31	174	2,573.74	10,294.70	0.00	7,132.01	7,571.98	141,792.78	69,688.15	(1,326.40)	68,361.75	210,154.53
130	Police Officer (Smith,E)	R	8,579.00	102,948.00	100,968.26	940.39	19	2,524.24	10,096.73	0.00	20,868.24	7,571.98	142,969.84	68,338.58	(1,326.40)	67,012.18	209,982.02

City of Costa Mesa 2015 Compensation and Benefits Report

Row	Job Title / Name	2015 Status	Monthly Salary Rate as of End of Year	Annual Salary Rate as of End of Year	PAY CATEGORIES with Overtime Hours								PENSION			Total (Total Pay + ER Pension Cost)	
					Base Pay	Overtime		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
						Pay	Hours										
131	Sr Police Officer (Dimel,R)	A	9,008.00	108,096.00	108,096.00	1,637.03	21	2,702.44	10,809.50	0.00	7,234.57	7,571.98	138,051.52	73,160.33	(1,392.46)	71,767.87	209,819.39
132	Police Officer (Potts,D)	A	8,579.00	102,948.00	102,948.01	9,527.64	141	2,573.74	10,294.70	0.00	8,067.46	7,571.98	140,983.53	69,688.12	(1,326.40)	68,361.72	209,345.25
133	Sr Police Officer (Johnson,M)	A	9,008.00	108,096.00	108,096.02	1,364.19	18	2,702.44	10,809.50	0.00	6,302.27	7,571.98	136,846.40	73,160.35	(1,392.46)	71,767.89	208,614.29
134	Fire Fighter (Blincoe,J)	A	8,107.00	97,284.00	97,284.03	20,673.10	356	2,089.45	8,556.34	0.00	4,490.03	6,672.12	139,765.07	74,788.88	(6,275.17)	68,513.71	208,278.78
135	Police Officer (Healey,L)	A	8,579.00	102,948.00	102,948.03	33,643.64	459	2,573.74	0.00	0.00	1,627.30	7,571.98	148,364.69	61,014.37	(1,110.60)	59,903.77	208,268.46
136	Police Officer (Peters,M)	A	8,579.00	102,948.00	102,948.02	17,251.81	220	7,466.28	5,147.48	0.00	989.88	7,571.98	141,375.45	66,788.83	(1,192.85)	65,595.98	206,971.43
137	Police Officer (Johnson,J)	A	8,579.00	102,948.00	102,948.03	7,139.54	109	2,573.74	10,294.70	0.00	7,721.10	7,571.98	138,249.09	69,688.14	(1,326.40)	68,361.74	206,610.83
138	Fire Fighter (Johnson,T)	A	8,018.00	96,216.00	91,623.72	41,860.05	819	2,469.22	0.00	177.01	4,440.74	6,672.12	147,242.86	64,801.66	(5,454.19)	59,347.47	206,590.33
139	Sr Police Officer (Thomas Jr.,A)	A	9,008.00	108,096.00	108,096.02	545.68	7	2,702.44	10,809.50	0.00	4,989.05	7,571.98	134,714.67	73,160.35	(1,392.46)	71,767.89	206,482.56
140	Transportation Services Mgr (Sethuraman,R)	A	11,641.00	139,692.00	139,691.99	0.00	0	0.00	0.00	1,698.36	3,230.50	21,504.08	166,124.93	54,731.58	(14,624.39)	40,107.19	206,232.12
141	Police Officer (Shurley,J)	A	8,579.00	102,948.00	102,948.02	25,798.88	349	2,573.74	0.00	0.00	4,751.45	7,571.98	143,644.07	63,760.46	(1,218.50)	62,541.96	206,186.03
142	Police Officer (Condon,K)	A	8,579.00	102,948.00	102,948.02	11,267.64	158	4,640.12	10,294.70	0.00	2,380.56	7,571.98	139,103.02	68,098.94	(1,290.13)	66,808.81	205,911.83
143	Police Officer (Trevino,J)	A	8,579.00	102,948.00	102,948.00	5,865.06	79	7,978.62	10,294.70	0.00	2,380.56	7,571.98	137,038.92	70,054.14	(1,275.15)	68,778.99	205,817.91
144	Police Officer (Moore,S)	A	8,579.00	102,948.00	102,948.02	4,131.77	59	5,276.18	10,294.70	0.00	4,751.45	7,571.98	134,974.10	71,244.28	(1,354.70)	69,889.58	204,863.68
145	Police Officer (Zzzzzzzzzz)	A	8,170.00	98,040.00	97,680.93	21,020.33	333	0.00	9,768.16	0.00	4,524.92	7,571.98	140,566.32	64,729.75	(1,214.19)	63,515.56	204,081.88
146	Police Officer (Schmidt,J)	A	8,579.00	102,948.00	102,948.04	8,240.80	113	5,276.18	10,294.71	0.00	1,781.79	7,571.98	136,113.50	68,498.18	(1,246.80)	67,251.38	203,364.88
147	Police Officer (Rieckhof,A)	R	8,579.00	102,948.00	87,109.88	4,800.94	97	6,751.14	8,710.90	0.00	29,302.56	6,407.06	143,082.48	60,738.89	(1,383.01)	59,355.88	202,438.36
148	Fire Fighter (La Placa,G)	A	8,107.00	97,284.00	97,284.02	27,210.37	510	0.00	2,566.98	0.00	4,490.03	6,672.12	138,223.52	68,875.09	(5,787.33)	63,087.76	201,311.28
149	Assistant Finance Director (O'Donoghue,C)	A	11,440.00	137,280.00	137,280.00	0.00	0	0.00	0.00	743.68	1,584.00	21,504.08	161,111.76	53,786.64	(14,371.76)	39,414.88	200,526.64
150	Police Officer (Westman,K)	A	8,579.00	102,948.00	102,947.99	10,987.75	148	0.00	10,294.70	0.00	4,268.77	7,571.98	136,071.19	65,459.95	(1,191.50)	64,268.45	200,339.64
151	Police Officer (Zzzzzzzzzz)	A	8,579.00	102,948.00	102,948.02	1,262.11	17	7,978.62	10,294.70	0.00	1,492.68	7,571.98	131,548.11	70,054.16	(1,275.15)	68,779.01	200,327.12
152	Fire Engineer (Brown,B)	A	8,231.00	98,772.00	98,771.89	21,941.35	394	0.00	3,422.64	0.00	4,558.71	6,672.12	135,366.71	70,662.62	(5,937.01)	64,725.61	200,092.32
153	Maintenance Services Manager (Hartley,B)	A	11,098.00	133,176.00	133,176.12	0.00	0	0.00	0.00	665.57	5,640.78	21,504.08	160,986.55	52,178.61	(13,942.24)	38,236.37	199,222.92
154	Police Officer (Olin,M)	A	8,579.00	102,948.00	102,948.03	6,236.26	83	3,037.75	10,294.70	0.00	2,380.56	7,571.98	132,469.28	67,197.23	(1,243.78)	65,953.45	198,422.73
155	Fire Captain (Airey,S)	A	8,623.00	103,476.00	97,998.48	4,237.18	67	5,002.17	9,056.34	0.00	4,490.03	6,672.12	127,456.32	76,483.19	(6,427.64)	70,055.55	197,511.87
156	Police Officer (Reitz,A)	A	8,579.00	102,948.00	102,948.01	12,757.14	177	2,573.74	6,335.30	1,781.73	0.00	7,571.98	133,967.90	64,698.27	(1,164.55)	63,533.72	197,501.62

City of Costa Mesa 2015 Compensation and Benefits Report

Row	Job Title / Name	2015 Status	Monthly Salary Rate as of End of Year	Annual Salary Rate as of End of Year	PAY CATEGORIES with Overtime Hours								PENSION			Total (Total Pay + ER Pension Cost)	
					Base Pay	Overtime Pay		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
						Hours											
183	Computer Oper/Networking Supv (Silva,A)	A	8,497.00	101,964.00	99,851.18	20,075.76	337	0.00	0.00	0.00	0.00	11,027.90	130,954.84	39,151.30	(14,608.56)	24,542.74	155,497.58
184	Police Officer (Smith,J)	A	8,579.00	102,948.00	102,948.05	4,256.50	60	2,573.74	10,294.71	0.00	7,132.01	7,571.98	134,776.99	20,165.86	0.00	20,165.86	154,942.85
185	Public Affairs Manager (Bora,D)	A	9,330.00	111,960.00	101,350.13	7,307.30	125	0.00	0.00	258.48	1,774.15	15,863.06	126,553.12	39,857.27	(12,252.64)	27,604.63	154,157.75
186	Police Officer (Hatton,J)	A	8,579.00	102,948.00	77,730.70	0.00	0	4,333.88	7,773.01	0.00	4,751.45	6,698.29	101,287.33	53,114.31	(1,354.70)	51,759.61	153,046.94
187	Police Officer (Clements,B)	A	6,722.00	80,664.00	78,743.99	26,594.08	477	0.00	0.00	189.22	3,619.58	7,571.98	116,718.85	46,661.25	(10,522.03)	36,139.22	152,858.07
188	Communications Supervisor (Bolte,R)	A	6,943.00	83,316.00	81,590.81	27,470.53	456	5,231.86	4,079.48	0.00	0.00	11,027.90	129,400.58	35,735.24	(13,337.52)	22,397.72	151,798.30
189	Principal Planner (Ashabi,M)	A	9,331.00	111,972.00	109,652.26	3,569.23	63	0.00	0.00	0.00	0.00	11,027.90	124,249.39	42,994.24	(16,042.54)	26,951.70	151,201.09
190	Communications Officer (Hembree,D)	A	6,009.00	72,108.00	70,615.30	44,036.74	832	2,816.60	3,530.69	0.00	0.00	11,027.90	132,027.23	30,247.64	(11,284.99)	18,962.65	150,989.88
191	Network Administrator (Swanson,L)	A	8,083.00	96,996.00	94,986.51	14,932.36	316	0.00	0.00	0.00	2,331.63	11,027.90	123,278.40	37,244.01	(13,896.97)	23,347.04	146,625.44
192	Police Officer (Natividad,C)	A	8,579.00	102,948.00	31,676.30	593.93	8	791.92	2,573.69	86,019.70	0.00	2,329.84	123,985.38	22,948.56	(1,164.55)	21,784.01	145,769.39
193	Police Officer (Jacobi,J)	A	6,722.00	80,664.00	80,368.58	16,912.59	300	0.00	0.00	0.00	3,722.95	7,571.98	108,576.10	47,573.96	(10,717.86)	36,856.10	145,432.20
194	Communications Supervisor (Sack,T)	R	6,943.00	83,316.00	79,828.36	17,468.59	321	4,027.85	3,991.36	0.00	6,108.91	11,027.90	122,452.97	34,487.91	(12,860.81)	21,627.10	144,080.07
195	Accounting Supervisor (Tsao,Y)	A	9,003.00	108,036.00	105,800.32	6.49	0	0.00	0.00	0.00	0.00	11,027.90	116,834.71	41,483.87	(15,478.92)	26,004.95	142,839.66
196	Associate Engineer (Deshmukh,P)	A	8,980.00	107,760.00	105,530.81	18.93	0	0.00	0.00	0.00	0.00	11,027.90	116,577.64	40,057.99	(14,120.46)	25,937.53	142,515.17
197	Communications Officer (Johnson,A)	A	6,009.00	72,108.00	70,615.30	28,530.72	529	7,285.83	3,530.70	0.00	1,386.69	11,027.90	122,377.14	32,004.98	(11,951.47)	20,053.51	142,430.65
198	Communications Officer (Stauffer,M)	A	5,723.00	68,676.00	67,254.35	39,499.31	782	3,158.83	0.00	0.00	3,047.82	11,027.90	123,988.21	28,906.30	(10,786.28)	18,120.02	142,108.23
199	Police Officer (Jones,T)	A	6,722.00	80,664.00	77,710.16	17,183.77	382	0.00	0.00	295.38	3,545.72	7,571.98	106,307.01	46,029.06	(10,403.40)	35,625.66	141,932.67
200	Network Administrator (Hamm,A)	A	8,083.00	96,996.00	94,986.54	12,174.46	262	0.00	0.00	0.00	0.00	11,027.90	118,188.90	37,244.04	(13,896.99)	23,347.05	141,535.95
201	Property/Evidence Supervisor (Carpenter,B)	A	8,687.00	104,244.00	102,085.87	3,103.46	43	0.00	0.00	0.00	0.00	11,027.90	116,217.23	40,104.37	(14,964.27)	25,140.10	141,357.33
202	Communications Officer (Carter,J)	A	6,009.00	72,108.00	67,914.35	36,989.26	723	2,952.41	3,395.72	171.38	0.00	11,027.90	122,451.02	29,198.78	(10,917.71)	18,281.07	140,732.09
203	Police Officer (Anderson,S)	A	6,722.00	80,664.00	77,119.40	16,364.78	295	0.00	0.00	378.49	3,722.95	7,571.98	105,157.60	45,669.73	(10,328.10)	35,341.63	140,499.23
204	Maintenance Superintendent (Ortiz,J)	A	8,326.00	99,912.00	97,357.08	3,609.71	66	4,867.84	0.00	(1,963.52)	0.00	11,027.90	114,899.01	40,166.31	(14,989.17)	25,177.14	140,076.15
205	Contract Administrator (Staples II,R)	A	8,764.00	105,168.00	102,990.66	0.00	0	0.00	0.00	0.00	0.00	11,027.90	114,018.56	40,382.27	(15,067.84)	25,314.43	139,332.99
206	Police Officer (Holl,D)	A	6,722.00	80,664.00	77,119.40	15,206.89	277	0.00	0.00	361.88	3,722.95	7,571.98	103,983.10	45,669.73	(10,328.12)	35,341.61	139,324.71
207	Associate Engineer (Dreiman,L)	A	8,553.00	102,636.00	99,219.88	4,675.38	74	0.00	0.00	0.00	0.00	11,027.90	114,923.16	38,922.23	(14,527.38)	24,394.85	139,318.01
208	Police Officer (Chartier,J)	A	6,722.00	80,664.00	78,005.55	14,130.94	260	0.00	0.00	0.00	3,545.72	7,571.98	103,254.19	46,221.86	(10,407.17)	35,814.69	139,068.88

City of Costa Mesa 2015 Compensation and Benefits Report

Row	Job Title / Name	2015 Status	Monthly Salary Rate as of End of Year	Annual Salary Rate as of End of Year	PAY CATEGORIES with Overtime Hours								PENSION			Total (Total Pay + ER Pension Cost)	
					Base Pay	Overtime		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
						Pay	Hours										
209	Chief of Inspection (Buck,R)	A	8,189.00	98,268.00	96,232.70	8,096.97	160	0.00	0.00	0.00	0.00	11,027.90	115,357.57	37,732.52	(14,079.27)	23,653.25	139,010.82
210	Exec Assist to the City Mgr (Shelton,K)	A	7,139.00	85,668.00	83,891.03	23,399.42	398	0.00	0.00	0.00	0.00	11,027.90	118,318.35	32,893.54	(12,273.60)	20,619.94	138,938.29
211	Police Officer (Saar,J)	A	6,402.00	76,824.00	74,656.75	22,262.34	409	0.00	0.00	0.00	2,493.09	7,404.08	106,816.26	41,693.92	(9,576.69)	32,117.23	138,933.49
212	Police Officer (Frankle,D)	A	6,722.00	80,664.00	77,710.17	13,537.85	241	0.00	0.00	356.30	3,545.72	7,571.98	102,722.02	45,868.90	(10,365.72)	35,503.18	138,225.20
213	Senior Planner (Lee,M)	A	8,320.00	99,840.00	97,772.26	1,396.16	30	0.00	0.00	0.00	3,840.00	11,027.90	114,036.32	38,336.16	(14,304.60)	24,031.56	138,067.88
214	Communications Officer (Ruffalo,J)	A	6,009.00	72,108.00	70,615.30	30,043.48	559	3,304.04	3,530.70	0.00	0.00	11,027.90	118,521.42	30,463.34	(11,372.37)	19,090.97	137,612.39
215	Crime Scene Investigation Supv (Guluzian,K)	A	7,879.00	94,548.00	88,365.15	15,704.79	254	77.54	0.00	0.00	0.00	11,027.90	115,175.38	33,794.47	(12,056.11)	21,738.36	136,913.74
216	Sr Programmer Analyst (CON) (Verderber,W)	A	9,859.20	118,310.40	91,629.17	5,038.21	91	0.00	0.00	0.00	17,914.56	6,362.25	120,944.19	25,001.60	(9,147.33)	15,854.27	136,798.46
217	Maintenance Superintendent (Lindemann,B)	A	8,326.00	99,912.00	97,844.50	649.39	11	0.00	0.00	0.00	2,930.11	11,027.90	112,451.90	38,441.32	(14,343.80)	24,097.52	136,549.42
218	Principal HR Analyst (Lee,K)	A	8,339.00	100,068.00	97,993.80	2,170.90	34	593.60	0.00	0.00	0.00	11,027.90	111,786.20	38,663.11	(14,428.13)	24,234.98	136,021.18
219	Community Services Specialist (Andersen,M)	A	6,137.00	73,644.00	73,870.59	26,854.74	496	1,344.16	0.00	0.00	3,136.77	11,027.90	116,234.16	30,886.67	(11,520.48)	19,366.19	135,600.35
220	Park Ranger (Pallo,M)	A	5,896.00	70,752.00	65,957.53	35,480.71	724	2,424.67	0.00	0.00	2,854.52	11,027.90	117,745.33	28,148.24	(10,516.39)	17,631.85	135,377.18
221	Police Officer (Horn,J)	A	8,579.00	102,948.00	67,138.91	0.00	0	7,083.29	6,713.88	0.00	0.00	7,571.98	88,508.06	46,414.88	(1,275.15)	45,139.73	133,647.79
222	Principal HR Analyst (Thomas,R)	A	8,339.00	100,068.00	97,993.84	410.08	6	0.00	0.00	0.00	0.00	11,027.90	109,431.82	38,423.09	(14,336.96)	24,086.13	133,517.95
223	Police Officer (Blythe,Z)	A	6,722.00	80,664.00	77,710.16	10,129.75	187	0.00	0.00	295.38	3,722.95	7,571.98	99,430.22	43,989.76	(9,945.62)	34,044.14	133,474.36
224	Maintenance Supervisor (Cortez,G)	A	7,564.00	90,768.00	88,887.72	4,419.26	102	4,444.48	700.00	0.00	0.00	11,027.90	109,479.36	36,946.52	(13,785.84)	23,160.68	132,640.04
225	Budget Analyst (Baca,A)	A	7,838.00	94,056.00	89,418.46	6,402.67	107	2,666.42	0.00	0.00	0.00	11,027.90	109,515.45	36,172.34	(13,512.09)	22,660.25	132,175.70
226	Police Officer (Hernandez,R)	A	6,402.00	76,824.00	74,749.09	14,616.86	265	0.00	0.00	0.00	2,954.77	7,404.08	99,724.80	41,743.97	(9,588.47)	32,155.50	131,880.30
227	Police Officer (Hermes,J)	A	6,402.00	76,824.00	76,226.47	14,432.21	263	0.00	0.00	0.00	1,477.38	7,404.08	99,540.14	41,743.97	(9,588.47)	32,155.50	131,695.64
228	Revenue Supervisor (King,J)	A	8,166.00	97,992.00	95,963.10	841.30	17	0.00	0.00	0.00	0.00	11,027.90	107,832.30	36,666.25	(13,080.15)	23,586.10	131,418.40
229	Police Officer (Carboni,J)	A	6,722.00	80,664.00	77,710.16	11,141.24	241	0.00	0.00	369.22	0.00	7,571.98	96,792.60	43,989.75	(9,945.62)	34,044.13	130,836.73
230	Maintenance Superintendent (Lovell,D)	A	8,326.00	99,912.00	93,446.25	1,300.75	31	0.00	0.00	0.00	1,921.38	11,027.90	107,696.28	36,779.46	(13,737.81)	23,041.65	130,737.93
231	Fire Protection Analyst (Hollister,D)	A	7,926.00	95,112.00	93,141.25	857.36	15	0.00	0.00	0.00	2,743.62	11,027.90	107,770.13	36,597.32	(13,655.61)	22,941.71	130,711.84
232	Management Analyst (Reyes,A)	A	7,448.00	89,376.00	90,414.57	603.19	12	4,520.68	0.00	0.00	0.00	11,027.90	106,566.34	37,219.77	(13,887.00)	23,332.77	129,899.11
233	Human Resources Analyst (Schall,J)	A	7,932.00	95,184.00	93,213.27	2,532.76	49	0.00	0.00	0.00	0.00	11,027.90	106,773.93	36,548.68	(13,637.59)	22,911.09	129,685.02
234	Animal Control Officer (Rodríguez,A)	A	6,382.00	76,584.00	75,001.39	24,689.49	547	0.00	0.00	0.00	0.00	11,027.90	110,718.78	29,484.71	(11,001.69)	18,483.02	129,201.80

City of Costa Mesa 2015 Compensation and Benefits Report

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					Base Pay	Overtime		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
						Pay	Hours										
235	Police Officer (Chawla,V)	A	6,402.00	76,824.00	70,423.27	18,485.76	340	0.00	0.00	424.96	2,068.34	6,984.33	98,386.66	38,577.92	(8,353.79)	30,224.13	128,610.79
236	Assistant Engineer (Cho,D)	A	7,972.00	95,664.00	93,680.19	472.29	7	0.00	0.00	0.00	0.00	11,027.90	105,180.38	36,731.79	(13,705.80)	23,025.99	128,206.37
237	Animal Control Officer (Beames Jr,A)	R	6,382.00	76,584.00	75,001.39	22,980.04	561	0.00	0.00	0.00	0.00	11,027.90	109,009.33	29,484.73	(11,001.69)	18,483.04	127,492.37
238	Communications Supervisor (Marquez,S)	A	6,943.00	83,316.00	75,312.78	17,942.65	293	540.60	3,765.58	0.00	0.00	10,179.60	107,741.21	31,387.49	(11,735.52)	19,651.97	127,393.18
239	Assistant Engineer (Bronswick,I)	A	7,972.00	95,664.00	93,326.34	0.00	0	0.00	0.00	0.00	0.00	11,027.90	104,354.24	35,430.52	(12,490.42)	22,940.10	127,294.34
240	Network Administrator (Gonzalez,R)	A	6,983.00	83,796.00	82,057.80	13,110.11	288	0.00	0.00	0.00	0.00	11,027.90	106,195.81	31,148.22	(10,979.72)	20,168.50	126,364.31
241	Police Training Assistant (Gonzalez,J)	A	6,843.00	82,116.00	80,416.47	14,605.87	252	0.00	0.00	0.00	0.00	11,027.90	106,050.24	31,531.01	(11,765.30)	19,765.71	125,815.95
242	Police Officer (Ransdell,E)	A	6,402.00	76,824.00	70,423.27	15,577.17	283	0.00	0.00	424.96	2,068.34	6,984.33	95,478.07	38,577.92	(8,353.79)	30,224.13	125,702.20
243	Management Analyst (Kennerson,S)	A	7,448.00	89,376.00	85,875.71	1,322.55	28	4,293.86	0.00	0.00	0.00	10,603.75	102,095.87	35,379.96	(13,207.05)	22,172.91	124,268.78
244	Central Services Supervisor (Chalkley,A)	A	7,067.00	84,804.00	83,046.63	3,055.45	51	0.00	0.00	0.00	6,523.38	11,027.90	103,653.36	32,562.40	(12,150.01)	20,412.39	124,065.75
245	Communications Officer (Holt,M)	A	5,723.00	68,676.00	67,254.36	27,248.98	563	687.64	0.00	0.00	0.00	11,027.90	106,218.88	26,717.27	(9,971.84)	16,745.43	122,964.31
246	Communications Officer (Barrett,A)	A	5,451.00	65,412.00	64,055.00	26,410.13	567	1,589.68	0.00	0.00	2,934.22	11,027.90	106,016.93	26,989.50	(10,073.52)	16,915.98	122,932.91
247	Management Analyst (Reeves,J)	A	7,448.00	89,376.00	87,528.42	2,689.95	44	0.00	0.00	0.00	0.00	11,027.90	101,246.27	34,319.66	(12,805.81)	21,513.85	122,760.12
248	Communications Officer (Phipps,J)	A	6,009.00	72,108.00	67,254.39	20,589.47	400	2,028.92	3,362.73	0.00	0.00	11,027.90	104,263.41	28,566.18	(10,660.07)	17,906.11	122,169.52
249	Human Resources Analyst (Wang,R)	A	7,932.00	95,184.00	88,321.44	932.45	18	0.00	0.00	0.00	0.00	11,027.90	100,281.79	33,789.81	(12,064.50)	21,725.31	122,007.10
250	Crime Prevention Specialist (Vucinic,K)	R	6,257.00	75,084.00	73,526.73	17,864.30	339	0.00	0.00	0.00	577.57	11,027.90	102,996.50	28,906.52	(10,785.94)	18,120.58	121,117.08
251	Payroll Coordinator (Dolewski,A)	A	6,940.00	83,280.00	81,554.70	5,995.34	123	0.00	0.00	0.00	2,180.54	11,027.90	100,758.48	31,977.32	(11,931.82)	20,045.50	120,803.98
252	Police Officer (Natividad,R)	A	8,579.00	102,948.00	68,846.51	0.00	0	1,721.19	3,442.38	0.00	0.00	5,242.14	79,252.22	41,921.95	(931.64)	40,990.31	120,242.53
253	Police Officer (Elliott,J)	A	8,579.00	102,948.00	62,431.56	0.00	0	1,560.77	6,243.11	0.00	0.00	6,698.29	76,933.73	41,354.50	(565.45)	40,789.05	117,722.78
254	Chief of Code Enforcement (Gamboa,F)	A	7,165.00	85,980.00	81,693.19	374.90	6	3,172.16	0.00	265.84	0.00	11,027.90	96,533.99	33,346.77	(12,495.56)	20,851.21	117,385.20
255	Community Services Specialist (Lemus,G)	A	6,137.00	73,644.00	75,247.49	4,547.27	85	5,577.48	0.00	0.00	0.00	11,027.90	96,400.14	31,744.43	(11,839.55)	19,904.88	116,305.02
256	Police Officer (Naranjo,B)	A	6,402.00	76,824.00	69,499.90	6,620.53	121	0.00	0.00	424.96	2,068.34	6,984.33	85,598.06	38,029.98	(8,236.06)	29,793.92	115,391.98
257	Maintenance Supervisor (Corum,G)	A	7,204.00	86,448.00	81,101.07	1,290.67	26	0.00	1,400.00	158.31	0.00	11,027.90	94,977.95	32,158.40	(12,025.71)	20,132.69	115,110.64
258	Combination Inspector (Joseph,J)	A	6,454.00	77,448.00	75,845.38	9,220.15	210	0.00	0.00	0.00	0.00	11,027.90	96,093.43	28,789.83	(10,148.42)	18,641.41	114,734.84
259	Combination Inspector (Perkins,M)	A	6,777.00	81,324.00	79,637.43	4,065.15	78	0.00	0.00	0.00	0.00	11,027.90	94,730.48	31,225.63	(11,651.20)	19,574.43	114,304.91
260	Engineering Technician III (Chirar,M)	A	6,875.00	82,500.00	80,794.07	1,563.76	41	0.00	0.00	0.00	0.00	11,027.90	93,385.73	31,679.01	(11,820.38)	19,858.63	113,244.36

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					Base Pay	Overtime		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
						Pay	Hours										
261	Civilian Investigator (Martinez,L)	A	6,616.00	79,392.00	77,751.15	5,046.10	92	29.36	0.00	0.00	0.00	11,027.90	93,854.51	30,497.01	(11,379.30)	19,117.71	112,972.22
262	Engineering Technician III (Edwards,B)	A	6,875.00	82,500.00	80,794.22	343.27	9	0.00	0.00	0.00	0.00	11,027.90	92,165.39	31,679.05	(11,820.38)	19,858.67	112,024.06
263	Building Inspector (Azevedo,D)	A	6,777.00	81,324.00	79,637.41	1,620.35	34	0.00	0.00	0.00	0.00	11,027.90	92,285.66	30,229.38	(10,655.88)	19,573.50	111,859.16
264	Engineering Technician III (Oquendo,C)	A	6,875.00	82,500.00	80,794.22	0.00	0	0.00	0.00	0.00	0.00	11,027.90	91,822.12	31,679.07	(11,820.36)	19,858.71	111,680.83
265	Crime Scene Specialist (Murry,S)	A	6,485.00	77,820.00	76,211.19	3,008.19	57	2,043.75	0.00	0.00	0.00	11,027.90	92,291.03	30,755.66	(11,474.83)	19,280.83	111,571.86
266	Maintenance Supervisor (Pierce,J)	A	6,861.00	82,332.00	76,086.66	4,750.72	88	557.52	0.00	0.00	0.00	11,027.90	92,422.80	30,185.61	(11,276.20)	18,909.41	111,332.21
267	Lead Maintenance Worker (Santos,J)	A	6,448.00	77,376.00	75,773.53	118.27	2	3,788.72	700.00	0.00	0.00	11,027.90	91,408.42	31,547.42	(11,771.30)	19,776.12	111,184.54
268	Lead Maintenance Worker (Martinez Rodriguez,V)	A	6,448.00	77,376.00	75,773.55	429.94	9	3,931.80	0.00	0.00	0.00	11,027.90	91,163.19	31,327.22	(11,688.79)	19,638.43	110,801.62
269	Human Resources Analyst (Carvajal,I)	A	6,853.00	82,236.00	77,276.08	1,706.80	29	1,709.38	0.00	1,309.00	0.00	9,219.25	91,220.51	30,230.16	(10,966.40)	19,263.76	110,484.27
270	Lead Maintenance Worker (Hernandez,V)	A	6,448.00	77,376.00	75,773.52	272.24	5	3,788.72	0.00	0.00	0.00	11,027.90	90,862.38	31,273.16	(11,669.06)	19,604.10	110,466.48
271	Code Enforcement Officer (Tucker,M)	A	6,224.00	74,688.00	73,143.56	6,661.83	152	0.00	0.00	0.00	574.52	11,027.90	91,407.81	28,679.22	(10,701.22)	17,978.00	109,385.81
272	Communications Officer (Herzog,K)	A	4,708.00	56,496.00	55,326.38	27,052.94	655	1,834.25	0.00	0.00	0.00	11,027.90	95,241.47	21,661.72	(7,632.02)	14,029.70	109,271.17
273	Court Liaison (Lopez,G)	A	6,382.00	76,584.00	75,001.40	62.82	1	3,750.06	0.00	0.00	0.00	11,027.90	89,842.18	30,955.32	(11,550.36)	19,404.96	109,247.14
274	Crime Scene Specialist (Dance,J)	A	6,485.00	77,820.00	76,211.18	1,910.58	36	1,007.68	0.00	0.00	0.00	11,027.90	90,157.34	30,347.13	(11,321.92)	19,025.21	109,182.55
275	Video Production Specialist (Long,B)	A	5,785.00	69,420.00	67,979.12	10,481.76	235	0.00	0.00	0.00	2,670.00	11,027.90	92,158.78	26,654.36	(9,945.68)	16,708.68	108,867.46
276	Lead Maintenance Worker (Russo,G)	A	6,448.00	77,376.00	75,773.54	2,109.55	49	0.00	0.00	0.00	0.00	11,027.90	88,910.99	29,787.42	(11,114.76)	18,672.66	107,583.65
277	Associate Planner (Inloes JR,D)	A	6,756.00	81,072.00	76,394.02	1,237.56	25	409.24	0.00	0.00	0.00	10,603.75	88,644.57	29,041.05	(10,247.57)	18,793.48	107,438.05
278	Sr Police Records Technician (Webb,T)	A	4,821.00	57,852.00	56,656.70	22,930.07	535	2,197.34	0.00	0.00	0.00	11,027.90	92,812.01	23,149.81	(8,637.12)	14,512.69	107,324.70
279	Accountant (Norman,M)	A	6,680.00	80,160.00	75,347.96	1,606.84	30	0.00	0.00	792.40	0.00	11,027.90	88,775.10	28,610.52	(10,192.83)	18,417.69	107,192.79
280	Engineering Technician II (Palacio,E)	A	6,254.00	75,048.00	73,490.76	21.70	0	3,674.48	0.00	0.00	0.00	11,027.90	88,214.84	30,256.35	(11,289.71)	18,966.64	107,181.48
281	Asst Recreation Supervisor (Cordon,C)	A	6,288.00	75,456.00	73,311.87	65.23	2	3,665.46	0.00	0.00	0.00	11,027.90	88,070.46	30,172.91	(11,256.31)	18,916.60	106,987.06
282	Building Inspector (Patrick,P)	A	6,454.00	77,448.00	75,845.36	1,004.27	24	0.00	0.00	0.00	0.00	11,027.90	87,877.53	28,789.83	(10,148.42)	18,641.41	106,518.94
283	Code Enforcement Officer (Brumbaugh,M)	A	6,224.00	74,688.00	73,143.43	3,698.85	74	0.00	0.00	0.00	287.26	11,027.90	88,157.44	27,947.09	(9,969.64)	17,977.45	106,134.89
284	Police Records Shift Supervisor (Powell-O'Brien,C)	A	5,685.00	68,220.00	66,804.87	11,274.15	256	0.00	0.00	0.00	0.00	11,027.90	89,106.92	26,270.92	(9,802.47)	16,468.45	105,575.37
285	Lead Maintenance Worker (Hanson,D)	A	6,448.00	77,376.00	75,773.54	53.65	1	0.00	0.00	0.00	0.00	11,027.90	86,855.09	29,787.42	(11,114.76)	18,672.66	105,527.75
286	Lead Maintenance Worker (Willey,P)	A	6,448.00	77,376.00	75,773.55	0.00	0	0.00	0.00	0.00	0.00	11,027.90	86,801.45	29,787.42	(11,114.76)	18,672.66	105,474.11

City of Costa Mesa 2015 Compensation and Benefits Report

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					Base Pay	Overtime		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
						Pay	Hours										
287	Senior Planner (Gardea,A)	T	7,547.00	90,564.00	68,835.68	1,097.67	22	3,441.69	0.00	0.00	5,341.53	8,907.15	87,623.72	27,282.83	(9,651.73)	17,631.10	105,254.82
288	Communications Installer (Thompson Jr,T)	A	6,084.00	73,008.00	71,496.00	2,130.30	62	0.00	0.00	0.00	2,808.00	11,027.90	87,462.20	28,110.28	(10,488.72)	17,621.56	105,083.76
289	Fire Protection Specialist (Emrick,B)	A	6,365.00	76,380.00	74,797.06	795.48	23	0.00	0.00	0.00	0.00	11,027.90	86,620.44	29,404.68	(10,971.86)	18,432.82	105,053.26
290	Maintenance Supervisor (Ryan,R)	A	6,534.00	78,408.00	74,692.65	853.19	17	0.00	0.00	0.00	0.00	11,027.90	86,573.74	28,382.12	(10,012.02)	18,370.10	104,943.84
291	Police Records Shift Supervisor (Estecoc,L)	A	5,414.00	64,968.00	63,623.91	7,798.62	168	5,255.61	0.00	0.00	0.00	11,027.90	87,706.04	27,083.26	(10,111.29)	16,971.97	104,678.01
292	Fire Protection Specialist (Wills,C)	A	6,365.00	76,380.00	74,796.94	336.49	9	0.00	0.00	0.00	0.00	11,027.90	86,161.33	29,404.63	(10,971.86)	18,432.77	104,594.10
293	Deputy City Clerk (Dunn,M)	A	5,933.00	71,196.00	67,442.73	9,502.55	205	0.00	0.00	0.00	0.00	11,027.90	87,973.18	25,785.66	(9,202.76)	16,582.90	104,556.08
294	Code Enforcement Officer (Macias,R)	A	5,377.00	64,524.00	63,186.55	8,896.89	201	4,247.58	0.00	37.23	0.00	11,027.90	87,396.15	26,458.11	(9,876.41)	16,581.70	103,977.85
295	Equipment Mechanic III (Salas,R)	A	6,085.00	73,020.00	71,508.01	2,900.16	57	0.00	700.00	0.00	0.00	11,027.90	86,136.07	28,389.36	(10,593.00)	17,796.36	103,932.43
296	Executive Secretary (Rosales,M)	A	5,790.00	69,480.00	68,038.96	3,638.64	108	3,401.91	0.00	0.00	0.00	11,027.90	86,107.41	28,011.77	(10,452.10)	17,559.67	103,667.08
297	Recreation Supervisor (Martin,J)	A	6,347.00	76,164.00	70,080.48	5,596.64	105	0.00	0.00	0.00	0.00	9,755.45	85,432.57	26,665.82	(9,415.56)	17,250.26	102,682.83
298	Police Officer (Gardner,A)	A	6,402.00	76,824.00	66,449.39	4,422.93	83	0.00	0.00	(554.02)	2,450.59	3,494.76	76,263.65	33,009.38	(7,104.67)	25,904.71	102,168.36
299	Engineering Technician III (Gurovich,I)	A	6,548.00	78,576.00	72,451.48	0.00	0	0.00	0.00	819.69	0.00	11,027.90	84,299.07	28,447.29	(10,751.28)	17,696.01	101,995.08
300	Police Officer (Nguyen McCarthy,A)	A	6,402.00	76,824.00	59,799.27	6,168.06	114	0.00	0.00	424.96	2,068.34	5,947.93	74,408.56	34,696.67	(7,636.69)	27,059.98	101,468.54
301	Police Records Shift Supervisor (Zangger,J)	A	5,685.00	68,220.00	66,804.77	36.86	0	5,500.07	0.00	0.00	0.00	11,027.90	83,369.60	28,430.69	(10,609.06)	17,821.63	101,191.23
302	Executive Secretary (Viera,C)	A	5,790.00	69,480.00	68,039.05	0.00	0	0.00	0.00	0.00	4,008.46	11,027.90	83,075.41	26,677.90	(9,954.34)	16,723.56	99,798.97
303	Community Services Specialist (Gutierrez,M)	A	5,360.00	64,320.00	62,988.84	3,955.09	85	4,588.49	0.00	0.00	494.76	11,027.90	83,055.08	26,576.07	(9,916.82)	16,659.25	99,714.33
304	Sr Police Records Technician (Hinrichs,T)	A	4,821.00	57,852.00	56,656.62	8,203.57	184	4,966.12	0.00	0.00	2,567.63	11,027.90	83,421.84	25,265.27	(9,427.15)	15,838.12	99,259.96
305	Associate Engineer (Rahimian,A)	A	9,430.00	113,160.00	73,151.44	244.82	3	0.00	0.00	0.00	0.00	7,210.55	80,606.81	28,304.28	(10,110.14)	18,194.14	98,800.95
306	Executive Secretary (Admn) (Peters,S)	R	5,877.00	70,524.00	69,063.73	1,266.75	31	135.62	0.00	0.00	0.00	11,027.90	81,494.00	27,134.88	(10,125.62)	17,009.26	98,503.26
307	Communications Officer (Van Es,D)	A	2,861.73	34,340.80	52,958.26	12,167.27	246	386.95	2,647.91	0.00	8,487.25	8,058.85	84,706.49	21,728.95	(7,939.64)	13,789.31	98,495.80
308	Electronics Technician (Alvarado,R)	A	5,936.00	71,232.00	69,758.85	0.00	0	0.00	0.00	0.00	526.89	11,027.90	81,313.64	26,653.86	(9,508.34)	17,145.52	98,459.16
309	Associate Engineer (Marcacci,M)	A	8,553.00	102,636.00	72,392.23	0.00	0	0.00	0.00	0.00	0.00	8,058.85	80,451.08	28,061.00	(10,107.94)	17,953.06	98,404.14
310	Executive Secretary (Admn) (Chalmers,S)	A	5,877.00	70,524.00	69,063.73	1,018.81	31	191.14	0.00	0.00	0.00	11,027.90	81,301.58	27,157.50	(10,134.27)	17,023.23	98,324.81
311	Senior Maintenance Worker (Avila,E)	A	5,306.00	63,672.00	62,118.31	5,669.73	155	3,105.87	0.00	0.00	0.00	11,027.90	81,921.81	25,654.62	(9,573.48)	16,081.14	98,002.95
312	Park Ranger (Harkey,A)	A	5,896.00	70,752.00	65,957.54	4,595.63	94	13.61	0.00	0.00	0.00	11,027.90	81,594.68	25,991.61	(9,709.12)	16,282.49	97,877.17

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					Base Pay	Overtime		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
						Pay	Hours										
313	Building Inspector (Villa II,M)	A	5,575.00	66,900.00	65,517.18	617.00	20	3,276.00	0.00	0.00	0.00	11,027.90	80,438.08	26,973.41	(10,064.83)	16,908.58	97,346.66
314	Senior Maintenance Worker (Granados,H)	A	5,306.00	63,672.00	62,353.77	4,572.39	127	3,117.64	0.00	0.00	0.00	11,027.90	81,071.70	25,819.27	(9,577.84)	16,241.43	97,313.13
315	Senior Maintenance Worker (Silva,J)	A	5,053.00	60,636.00	59,382.59	8,284.17	252	2,969.16	0.00	0.00	0.00	11,027.90	81,663.82	24,524.79	(9,151.02)	15,373.77	97,037.59
316	Executive Secretary (Ulrich,K)	A	5,790.00	69,480.00	68,039.01	495.58	10	0.00	0.00	0.00	534.46	11,027.90	80,096.95	26,677.89	(9,954.34)	16,723.55	96,820.50
317	Maintenance Supervisor (Jojola,D)	A	5,927.00	71,124.00	67,106.80	1,940.69	58	0.00	0.00	0.00	0.00	11,027.90	80,075.39	26,425.45	(9,868.49)	16,556.96	96,632.35
318	Equipment Mechanic II (Penley,R)	A	5,648.00	67,776.00	64,431.21	0.00	0	0.00	0.00	0.00	5,013.23	11,027.90	80,472.34	25,367.79	(9,471.86)	15,895.93	96,368.27
319	Acting Lead Maintenance Worker (Gomez,E)	A	5,570.00	66,840.00	63,084.83	1,800.43	50	3,917.10	0.00	0.00	0.00	11,027.90	79,830.26	26,369.06	(9,843.94)	16,525.12	96,355.38
320	Deputy City Clerk (Mejia,J)	A	5,933.00	71,196.00	63,743.99	5,678.68	130	0.00	0.00	0.00	0.00	11,027.90	80,450.57	24,363.94	(8,693.52)	15,670.42	96,120.99
321	Senior Maintenance Worker (Czenze,P)	R	5,306.00	63,672.00	61,129.67	425.92	14	0.00	1,453.76	0.00	6,752.90	11,027.90	80,790.15	24,300.37	(9,062.81)	15,237.56	96,027.71
322	Crime Scene Specialist (Randall Poldruhi,A)	A	5,081.00	60,972.00	57,016.66	10,893.47	249	2,361.03	0.00	0.00	0.00	11,027.90	81,299.06	23,360.94	(8,717.29)	14,643.65	95,942.71
323	Executive Secretary (Goldsworthy,C)	A	5,790.00	69,480.00	68,039.01	0.32	0	0.00	0.00	0.00	0.00	11,027.90	79,067.23	26,677.85	(9,954.37)	16,723.48	95,790.71
324	Executive Secretary (Ross,L)	A	5,790.00	69,480.00	68,039.01	0.00	0	0.00	0.00	0.00	0.00	11,027.90	79,066.91	26,677.87	(9,954.34)	16,723.53	95,790.44
325	Executive Secretary (Julian,S)	A	5,790.00	69,480.00	68,039.00	0.00	0	0.00	0.00	0.00	0.00	11,027.90	79,066.90	26,677.87	(9,954.34)	16,723.53	95,790.43
326	Executive Secretary (Sorensen,V)	A	5,790.00	69,480.00	68,039.00	0.00	0	0.00	0.00	0.00	0.00	11,027.90	79,066.90	26,677.84	(9,954.34)	16,723.50	95,790.40
327	Community Services Specialist (Hendricks-Goodfellow,C)	A	5,360.00	64,320.00	62,988.89	1,794.21	41	3,344.12	0.00	0.00	0.00	11,027.90	79,155.12	26,086.54	(9,733.86)	16,352.68	95,507.80
328	Accounting Specialist II (Koh,A)	A	5,632.00	67,584.00	66,181.78	1,996.81	59	0.00	0.00	0.00	0.00	11,027.90	79,206.49	25,949.82	(9,682.54)	16,267.28	95,473.77
329	Police Officer (Padilla,J)	A	8,579.00	102,948.00	45,930.65	655.79	10	4,890.07	2,296.54	0.00	4,751.45	5,242.14	63,766.64	32,525.66	(882.53)	31,643.13	95,409.77
330	Engineering Technician III (Nguyen,J)	A	5,939.00	71,268.00	66,995.92	0.00	0	0.00	0.00	1,041.28	0.00	11,027.90	79,065.10	25,439.17	(9,118.77)	16,320.40	95,385.50
331	Community Services Specialist (Chervony,J)	A	5,360.00	64,320.00	62,988.82	1,665.27	36	3,211.41	0.00	0.00	0.00	11,027.90	78,893.40	26,034.78	(9,714.71)	16,320.07	95,213.47
332	Graphics Designer (Clark,G)	A	5,644.00	67,728.00	66,325.75	52.91	1	0.00	0.00	0.00	1,302.46	11,027.90	78,709.02	26,006.20	(9,703.76)	16,302.44	95,011.46
333	Associate Planner (Roxas,S)	T	6,434.00	77,208.00	64,523.06	2,140.53	55	0.00	0.00	0.00	2,740.51	9,755.45	79,159.55	24,497.18	(8,701.03)	15,796.15	94,955.70
334	Sr Police Officer (McCarthy,P)	R	9,008.00	108,096.00	29,102.78	4,105.57	77	727.58	2,910.25	0.00	38,161.53	2,038.61	77,046.32	19,215.11	(1,392.46)	17,822.65	94,868.97
335	Sr Police Records Technician (Castillo,L)	A	4,821.00	57,852.00	54,033.67	10,181.47	288	4,736.59	0.00	0.00	0.00	11,027.90	79,979.63	23,139.67	(8,638.51)	14,501.16	94,480.79
336	Senior Maintenance Worker (Avila,C)	A	5,306.00	63,672.00	62,353.78	1,549.79	50	3,117.64	0.00	0.00	0.00	11,027.90	78,049.11	25,748.02	(9,607.54)	16,140.48	94,189.59
337	Community Services Specialist (Macias,Y)	A	5,360.00	64,320.00	62,988.80	695.75	19	3,161.93	0.00	0.00	0.00	11,027.90	77,874.38	26,014.59	(9,707.00)	16,307.59	94,181.97
338	Administrative Secretary (Garcia,I)	A	5,266.00	63,192.00	61,880.49	0.00	0	4,641.00	0.00	0.00	0.00	11,027.90	77,549.39	26,082.82	(9,732.48)	16,350.34	93,899.73

City of Costa Mesa 2015 Compensation and Benefits Report

Row	Job Title / Name	2015 Status	Monthly Salary Rate as of End of Year	Annual Salary Rate as of End of Year	PAY CATEGORIES with Overtime Hours								PENSION			Total (Total Pay + ER Pension Cost)	
					Base Pay	Overtime		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
						Pay	Hours										
339	Police Officer (Smith,K)	T	8,579.00	102,948.00	39,595.40	9,034.23	151	3,872.98	1,979.80	0.00	12,412.63	2,912.30	69,807.34	25,088.81	(1,248.17)	23,840.64	93,647.98
340	Accounting Specialist II (Shepherd,R)	A	5,632.00	67,584.00	66,181.81	0.00	0	0.00	0.00	0.00	0.00	11,027.90	77,209.71	25,949.82	(9,682.55)	16,267.27	93,476.98
341	Sr Police Records Technician (Lara,P)	A	4,821.00	57,852.00	54,052.98	10,140.40	254	3,384.31	0.00	0.00	0.00	11,027.90	78,605.59	22,632.46	(8,452.54)	14,179.92	92,785.51
342	Maintenance Worker (Gonzalez,J)	A	4,876.00	58,512.00	57,297.31	4,857.66	152	2,864.76	0.00	0.00	1,557.97	11,027.90	77,605.60	23,666.32	(8,830.70)	14,835.62	92,441.22
343	Sr Police Records Technician (Peterson-Goerke,T)	A	4,821.00	57,852.00	56,656.62	4,256.25	130	4,337.84	0.00	0.00	0.00	11,027.90	76,278.61	23,993.83	(8,953.16)	15,040.67	91,319.28
344	Code Enforcement Officer (Ramos Rodriguez,A)	A	2,964.00	35,568.00	60,418.57	3,926.57	74	1,206.57	0.00	0.00	1,472.93	8,907.15	75,931.79	23,545.74	(8,337.14)	15,208.60	91,140.39
345	Code Enforcement Officer (Zwart,B)	A	5,377.00	64,524.00	63,186.61	8.54	0	1,039.98	0.00	0.00	0.00	11,027.90	75,263.03	25,199.63	(9,406.71)	15,792.92	91,055.95
346	Sr Police Records Technician (Anguiano,M)	A	4,821.00	57,852.00	56,656.62	2,369.48	55	3,062.31	0.00	0.00	2,567.63	11,027.90	75,683.94	24,520.42	(9,149.56)	15,370.86	91,054.80
347	Equipment Mechanic III (Carter,I)	A	5,007.00	60,084.00	56,464.77	8,355.15	235	0.00	700.00	221.54	0.00	11,027.90	76,769.36	21,705.94	(7,684.88)	14,021.06	90,790.42
348	Property/Evidence Specialist (Colunga,M)	A	5,199.00	62,388.00	59,328.88	5,813.42	133	0.00	0.00	0.00	0.00	11,027.90	76,170.20	22,538.74	(7,949.43)	14,589.31	90,759.51
349	Code Enforcement Officer (Saito,D)	A	5,377.00	64,524.00	63,186.57	1,010.26	24	0.00	0.00	0.00	0.00	11,027.90	75,224.73	23,984.86	(8,454.62)	15,530.24	90,754.97
350	Sr Ctr Program Administrator (Aguilar,Y)	A	6,103.00	73,236.00	56,335.35	0.00	0	985.88	0.00	0.00	0.00	15,714.52	73,035.75	22,136.77	(4,575.82)	17,560.95	90,596.70
351	Administrative Secretary (Barner,V)	A	5,266.00	63,192.00	61,880.26	243.41	8	1,547.00	0.00	0.00	0.00	11,027.90	74,698.57	24,869.69	(9,279.69)	15,590.00	90,288.57
352	Administrative Secretary (Schiel,P)	A	5,266.00	63,192.00	61,880.32	0.00	0	1,547.00	0.00	0.00	0.00	11,027.90	74,455.22	24,869.81	(9,279.72)	15,590.09	90,045.31
353	Buyer (Mccoy,J)	A	5,834.00	70,008.00	63,382.22	387.06	8	0.00	0.00	0.00	0.00	9,331.30	73,100.58	24,132.74	(8,525.04)	15,607.70	88,708.28
354	Accounting Specialist II (Shank,M)	A	5,363.00	64,356.00	62,346.55	0.00	0	0.00	0.00	0.00	0.00	11,027.90	73,374.45	24,455.54	(9,127.38)	15,328.16	88,702.61
355	Sr Police Records Technician (Golden,M)	A	4,821.00	57,852.00	56,656.64	3,873.48	89	2,225.38	0.00	0.00	0.00	11,027.90	73,783.40	23,164.72	(8,643.57)	14,521.15	88,304.55
356	Construction Inspector (Gentry,Z)	A	5,310.00	63,720.00	59,552.44	2,573.57	64	0.00	0.00	366.37	0.00	11,027.90	73,520.28	22,831.04	(8,196.04)	14,635.00	88,155.28
357	Administrative Secretary (Stueve,M)	A	5,266.00	63,192.00	61,880.25	0.00	0	0.00	0.00	0.00	0.00	11,027.90	72,908.15	24,263.15	(9,053.26)	15,209.89	88,118.04
358	Code Enforcement Officer (Neal,J)	A	5,645.00	67,740.00	61,630.19	0.00	0	0.00	0.00	0.00	0.00	11,027.90	72,658.09	24,188.08	(9,030.66)	15,157.42	87,815.51
359	Sr Police Records Technician (Wright,M)	A	4,821.00	57,852.00	56,656.60	4,517.36	129	56.27	0.00	0.00	0.00	11,027.90	72,258.13	22,313.58	(8,325.93)	13,987.65	86,245.78
360	Administrative Secretary (CON) (Traylor,M)	A	5,266.00	63,192.00	59,280.35	991.20	26	0.00	0.00	115.85	0.00	11,027.90	71,415.30	23,249.16	(8,694.43)	14,554.73	85,970.03
361	Asst Recreation Supervisor (Ocasio,A)	A	5,173.00	62,076.00	59,145.78	1,110.43	31	0.00	0.00	0.00	0.00	11,027.90	71,284.11	23,210.94	(8,665.29)	14,545.65	85,829.76
362	Fire Fighter (Lewis,K)	A	6,142.00	73,704.00	60,819.70	3,255.82	41	1,709.55	0.00	1,147.96	2,551.29	5,389.02	74,873.34	16,986.12	(6,096.17)	10,889.95	85,763.29
363	Assistant Planner (Crager,C)	A	5,223.00	62,676.00	59,603.14	103.48	3	0.00	0.00	114.92	0.00	11,027.90	70,849.44	22,791.93	(8,152.01)	14,639.92	85,489.36
364	Associate Planner (Loomis,R)	A	6,128.00	73,536.00	61,133.44	0.00	0	0.00	0.00	0.00	0.00	8,907.15	70,040.59	23,360.54	(8,272.96)	15,087.58	85,128.17

City of Costa Mesa 2015 Compensation and Benefits Report

Row	Job Title / Name	2015 Status	Monthly Salary Rate as of End of Year	Annual Salary Rate as of End of Year	PAY CATEGORIES with Overtime Hours								PENSION			Total (Total Pay + ER Pension Cost)	
					Base Pay	Overtime		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
						Pay	Hours										
365	Sr Police Records Technician (Duesund,E)	A	4,821.00	57,852.00	56,656.55	2,882.92	69	106.02	0.00	0.00	0.00	11,027.90	70,673.39	22,332.60	(8,332.89)	13,999.71	84,673.10
366	Maintenance Worker (Barraza,F)	A	4,876.00	58,512.00	57,297.31	13.52	1	0.00	0.00	0.00	1,125.23	11,027.90	69,463.96	22,542.96	(8,411.50)	14,131.46	83,595.42
367	Maintenance Worker (Sadamoto,H)	A	4,876.00	58,512.00	57,297.29	855.47	32	0.00	0.00	0.00	0.00	11,027.90	69,180.66	22,542.96	(8,411.50)	14,131.46	83,312.12
368	Buyer (Urqueta,S)	A	5,040.00	60,480.00	58,248.05	457.96	12	0.00	0.00	0.00	0.00	10,179.60	68,885.61	22,124.19	(7,802.22)	14,321.97	83,207.58
369	Maintenance Worker (Cherney,R)	A	4,876.00	58,512.00	56,847.23	210.98	5	0.00	0.00	0.00	900.18	11,027.90	68,986.29	22,359.28	(8,341.33)	14,017.95	83,004.24
370	Equipment Mechanic II (Henderson,K)	A	4,880.00	58,560.00	54,714.97	2,114.21	61	0.00	0.00	362.29	0.00	11,027.90	68,219.37	20,770.83	(7,368.46)	13,402.37	81,621.74
371	Sr Police Records Technician (Gonzalez,C)	A	4,821.00	57,852.00	53,288.77	3,383.37	84	120.93	0.00	562.41	0.00	11,027.90	68,383.38	20,653.21	(7,931.98)	12,721.23	81,104.61
372	HR Office Specialist II (Chon,L)	A	4,665.00	55,980.00	54,823.41	263.99	7	0.00	0.00	0.00	1,465.84	11,027.90	67,581.14	21,496.14	(8,020.98)	13,475.16	81,056.30
373	Office Specialist II (Carpenter,L)	A	4,597.00	55,164.00	54,020.38	1,901.33	52	0.00	0.00	0.00	424.34	11,027.90	67,373.95	21,181.28	(7,903.38)	13,277.90	80,651.85
374	Office Specialist II (Garcia,B)	A	4,597.00	55,164.00	54,020.34	114.75	5	1,350.48	0.00	0.00	0.00	11,027.90	66,513.47	21,710.74	(8,101.04)	13,609.70	80,123.17
375	Human Resources Analyst (Chapanond,S)	A	3,425.93	41,111.20	59,177.82	321.57	6	0.00	0.00	0.00	1,204.16	0.00	60,703.55	22,644.72	(4,142.43)	18,502.29	79,205.84
376	Asst Dev Services Director (Guarracino,G)	T	6,383.00	76,596.00	55,200.71	6,149.79	59	0.00	0.00	(1,804.44)	1,348.53	0.00	60,894.59	21,211.37	(3,374.54)	17,836.83	78,731.42
377	Sr Police Records Technician (Hendrick,D)	A	4,821.00	57,852.00	48,097.88	5,015.04	111	3,262.08	0.00	0.00	0.00	9,331.30	65,706.30	20,346.94	(7,624.76)	12,722.18	78,428.48
378	Senior Maintenance Worker (Folkes,S)	A	4,366.00	52,392.00	50,517.32	4,438.15	152	0.00	0.00	0.00	0.00	11,027.90	65,983.37	19,187.02	(6,766.10)	12,420.92	78,404.29
379	Building Technician II (Kalbaklian,C)	A	5,145.00	61,740.00	53,914.16	178.10	4	0.00	0.00	0.00	0.00	11,027.90	65,120.16	20,526.82	(7,250.93)	13,275.89	78,396.05
380	Police Officer (Christianson,K)	A	6,402.00	76,824.00	52,322.96	1,468.14	27	0.00	0.00	0.00	1,766.35	2,329.84	57,887.29	25,640.27	(5,138.39)	20,501.88	78,389.17
381	Accounting Specialist I (Rosiles,R)	A	4,210.00	50,520.00	49,473.26	148.44	5	2,473.80	0.00	0.00	388.62	11,027.90	63,512.02	20,368.28	(7,599.93)	12,768.35	76,280.37
382	Facilities Maint Technician (Vo,T)	A	5,225.00	62,700.00	49,807.33	1,424.31	32	0.00	0.00	0.00	0.00	8,907.15	60,138.79	19,071.60	(3,362.04)	15,709.56	75,848.35
383	Police Officer (Hazell,C)	T	7,058.00	84,696.00	39,401.64	7,656.71	143	0.00	186.19	998.54	1,954.52	3,494.76	53,692.36	22,838.62	(976.44)	21,862.18	75,554.54
384	Senior Maintenance Worker (Mackinen,P)	A	4,366.00	52,392.00	51,306.38	276.10	8	0.00	0.00	0.00	0.00	11,027.90	62,610.38	20,193.95	(7,535.12)	12,658.83	75,269.21
385	Act Tax Auditing Specialist (Schmelzel,M)	A	5,104.00	61,248.00	52,504.38	16.16	0	30.48	0.00	0.00	1,112.58	8,058.85	61,722.45	19,305.30	(6,517.69)	12,787.61	74,510.06
386	Recreation Coordinator (Lund,W)	A	4,404.00	52,848.00	49,966.27	447.89	19	101.62	0.00	0.00	0.00	11,027.90	61,543.68	19,643.87	(7,332.64)	12,311.23	73,854.91
387	Senior Maintenance Worker (Sanchez,U)	A	4,158.00	49,896.00	48,862.21	109.56	5	1,428.30	0.00	0.00	0.00	11,027.90	61,427.97	19,104.03	(6,737.74)	12,366.29	73,794.26
388	Maintenance Worker (Ceniceros,T)	A	4,211.00	50,532.00	49,485.23	826.24	27	0.00	0.00	0.00	0.00	11,027.90	61,339.37	18,783.99	(6,621.24)	12,162.75	73,502.12
389	Community Services Specialist (Peters,J)	A	4,200.00	50,400.00	49,353.31	527.09	15	271.60	0.00	0.00	0.00	11,027.90	61,179.90	19,534.78	(7,289.00)	12,245.78	73,425.68
390	Community Outreach Worker (Bowler,S)	A	2,673.84	32,086.08	54,924.88	0.00	0	0.00	0.00	568.00	0.00	0.00	55,492.88	20,756.42	(3,745.78)	17,010.64	72,503.52

City of Costa Mesa 2015 Compensation and Benefits Report

Row	Job Title / Name	2015 Status	Monthly Salary Rate as of End of Year	Annual Salary Rate as of End of Year	PAY CATEGORIES with Overtime Hours								PENSION			Total (Total Pay + ER Pension Cost)	
					Base Pay	Overtime		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
						Pay	Hours										
391	Police Officer (Korte,J)	A	6,402.00	76,824.00	41,366.78	5,567.90	105	0.00	0.00	0.00	1,772.86	3,494.76	52,202.30	25,296.04	(5,500.28)	19,795.76	71,998.06
392	Police Officer (Hickman,T)	A	6,402.00	76,824.00	39,889.39	9,824.61	178	0.00	0.00	0.00	0.00	3,494.76	53,208.76	23,443.17	(5,085.86)	18,357.31	71,566.07
393	Senior Maintenance Worker (Soto,E)	A	3,959.00	47,508.00	46,525.88	970.78	44	0.00	0.00	0.00	0.00	11,027.90	58,524.56	17,660.56	(6,225.34)	11,435.22	69,959.78
394	Police Officer (Gomez,L)	A	6,402.00	76,824.00	44,886.16	720.22	13	0.00	0.00	0.00	1,766.35	4,195.36	51,568.09	22,923.40	(4,636.42)	18,286.98	69,855.07
395	Code Enforcement Officer (Cravens JR,R)	A	5,645.00	67,740.00	48,891.25	1,245.72	27	0.00	0.00	0.00	0.00	7,210.55	57,347.52	18,929.51	(6,663.53)	12,265.98	69,613.50
396	Engineering Technician III (Leung,W)	T	5,939.00	71,268.00	47,414.17	0.00	0	0.00	0.00	743.52	1,398.98	8,483.00	58,039.67	17,755.32	(6,305.30)	11,450.02	69,489.69
397	Maintenance Worker (Gutierrez,J)	A	3,638.00	43,656.00	42,751.42	4,467.65	167	0.00	0.00	0.00	0.00	11,027.90	58,246.97	16,227.88	(5,720.44)	10,507.44	68,754.41
398	Acting Police Chief (Lowenberg,R)	T	17,225.87	206,710.40	68,274.06	0.00	0	0.00	0.00	0.00	0.00	0.00	68,274.06	0.00	0.00	0.00	68,274.06
399	Permit Processing Specialist (Pendleton,S)	A	3,767.00	45,204.00	44,267.17	16.30	1	0.00	0.00	0.00	0.00	11,027.90	55,311.37	16,803.26	(5,923.16)	10,880.10	66,191.47
400	Maintenance Worker (Camarena,M)	A	3,638.00	43,656.00	42,751.41	1,313.28	62	0.00	0.00	0.00	0.00	11,027.90	55,092.59	16,334.69	(5,827.26)	10,507.43	65,600.02
401	Purchasing Supervisor (Orozco,K)	T	9,003.00	108,036.00	46,747.15	0.00	0	0.00	0.00	0.00	2,112.93	5,089.80	53,949.88	17,823.49	(6,349.04)	11,474.45	65,424.33
402	Communications Officer (Huice,S)	T	5,191.00	62,292.00	37,041.23	5,876.63	133	498.18	0.00	0.00	5,696.80	6,786.40	55,899.24	14,994.93	(5,502.67)	9,492.26	65,391.50
403	Maintenance Worker (Gonzalez,G)	A	3,638.00	43,656.00	42,751.40	550.02	23	0.00	0.00	0.00	0.00	11,027.90	54,329.32	16,227.87	(5,720.44)	10,507.43	64,836.75
404	Building Technician (Hartley,B)	T	4,177.00	50,124.00	42,744.05	0.00	0	0.00	0.00	0.00	1,733.62	9,755.45	54,233.12	16,140.53	(5,668.51)	10,472.02	64,705.14
405	Police Officer (Chiguano,C)	A	6,402.00	76,824.00	41,566.28	1,606.66	29	0.00	0.00	0.00	1,464.38	3,859.56	48,496.88	18,921.24	(3,627.83)	15,293.41	63,790.29
406	Personal Computer/Network Asst (Azad,A)	A	2,618.72	31,424.64	48,592.33	0.00	0	0.00	0.00	0.00	0.00	0.00	48,592.33	18,454.25	(3,279.97)	15,174.28	63,766.61
407	Recreation Coordinator (Stoddart,K)	A	4,194.00	50,328.00	40,096.09	17.87	1	1,373.72	0.00	0.00	0.00	11,027.90	52,515.58	15,255.84	(5,386.58)	9,869.26	62,384.84
408	Public Affairs Manager (Dodero,A)	A	9,796.00	117,552.00	40,238.98	0.00	0	0.00	0.00	201.15	0.00	6,616.64	47,056.77	15,917.72	(3,118.47)	12,799.25	59,856.02
409	Crime Analyst (Van Zuiden,S)	A	4,937.00	59,244.00	38,298.02	1,798.50	43	0.00	0.00	0.00	0.00	7,210.55	47,307.07	14,818.61	(5,293.22)	9,525.39	56,832.46
410	Maintenance Superintendent (Kokesh,D)	T	7,625.00	91,500.00	38,799.36	1,187.74	27	0.00	0.00	0.00	2,528.13	4,665.65	47,180.88	14,271.60	(4,956.58)	9,315.02	56,495.90
411	Police Records Bureau Supv (Fenwick,E)	R	9,209.00	110,508.00	25,501.81	5,764.49	94	0.00	0.00	0.00	16,253.18	2,544.90	50,064.38	9,652.74	(3,519.13)	6,133.61	56,197.99
412	Park Ranger (Lyttle,L)	A	5,896.00	70,752.00	45,012.06	0.00	0	0.00	0.00	0.00	0.00	11,027.90	56,039.96	0.00	0.00	0.00	56,039.96
413	Asst Recreation Supervisor (Renteria,C)	A	5,703.00	68,436.00	40,981.61	0.00	0	0.00	0.00	0.00	0.00	4,665.65	45,647.26	16,354.15	(6,167.02)	10,187.13	55,834.39
414	Property/Evidence Specialist (Soto,E)	A	2,476.07	29,712.80	41,670.39	353.16	14	0.00	0.00	82.20	0.00	0.00	42,105.75	15,840.01	(2,818.31)	13,021.70	55,127.45
415	Accounting Specialist I (Erickson,M)	A	2,320.76	27,849.12	37,700.31	0.00	0	0.00	0.00	0.00	3,548.21	0.00	41,248.52	14,764.87	(3,946.82)	10,818.05	52,066.57
416	Accounting Specialist II (Foster,T)	A	3,352.05	40,224.60	39,390.23	0.00	0	0.00	0.00	0.00	1,082.97	0.00	40,473.20	15,444.77	(4,123.86)	11,320.91	51,794.11

City of Costa Mesa 2015 Compensation and Benefits Report

Row	Job Title / Name	2015 Status	Monthly Salary Rate as of End of Year	Annual Salary Rate as of End of Year	PAY CATEGORIES with Overtime Hours								PENSION			Total (Total Pay + ER Pension Cost)	
					Base Pay	Overtime		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
						Pay	Hours										
417	Administrative Secretary (Colgan,J)	A	4,548.00	54,576.00	39,291.85	396.11	12	0.00	0.00	938.52	543.13	424.15	41,593.76	12,854.51	(2,949.74)	9,904.77	51,498.53
418	Programmer Analyst II (Hu,G)	A	3,479.67	41,756.00	36,938.00	0.00	0	0.00	0.00	0.00	0.00	0.00	36,938.00	14,611.90	(2,493.32)	12,118.58	49,056.58
419	Asst Recreation Supervisor (Christ,J)	A	2,994.16	35,929.92	40,081.51	451.29	0	0.00	0.00	0.00	0.00	0.00	40,532.80	10,471.73	(2,215.04)	8,256.69	48,789.49
420	Public Affairs Manager (Lobdell,W)	T	11,340.00	136,080.00	31,403.03	0.00	0	0.00	0.00	0.00	2,871.41	4,962.48	39,236.92	11,865.30	(3,287.58)	8,577.72	47,814.64
421	Maintenance Worker (Carpenter,B)	A	3,465.00	41,580.00	32,822.89	99.95	5	0.00	0.00	0.00	579.01	5,089.80	38,591.65	11,291.82	(2,083.27)	9,208.55	47,800.20
422	Video Production Specialist (Dam,R)	A	2,055.04	24,660.48	35,290.83	0.00	0	0.00	0.00	0.00	877.18	0.00	36,168.01	13,399.62	(2,382.14)	11,017.48	47,185.49
423	Storekeeper (Blum,J)	A	2,074.28	24,891.36	37,827.30	0.00	0	0.00	0.00	0.00	0.00	0.00	37,827.30	11,593.01	(2,265.25)	9,327.76	47,155.06
424	Fire Fighter (Brean,C)	A	5,318.00	63,816.00	31,908.00	5,752.65	159	0.00	0.00	0.00	1,472.68	3,079.44	42,212.77	7,684.44	(3,896.72)	3,787.72	46,000.49
425	Recreation Coordinator (Hernandez,B)	A	3,804.00	45,648.00	32,460.67	0.00	0	0.00	0.00	0.00	2,412.87	1,272.45	36,145.99	12,504.28	(2,938.58)	9,565.70	45,711.69
426	Police Officer (Roberts,T)	R	8,170.00	98,040.00	12,255.02	400.64	9	306.37	1,225.53	0.00	20,529.95	1,747.38	36,464.89	8,675.39	(627.60)	8,047.79	44,512.68
427	Communications Officer (Greeley,C)	A	4,484.00	53,808.00	24,834.96	7,138.73	181	155.20	0.00	0.00	1,216.90	1,272.45	34,618.24	10,131.16	(2,415.97)	7,715.19	42,333.43
428	Sr Plumbing & Mech Inspector (Metz,A)	A	3,566.68	42,800.16	42,136.39	0.00	0	0.00	0.00	0.00	0.00	0.00	42,136.39	0.00	0.00	0.00	42,136.39
429	Recreation Specialist (Pulaski,L)	A	3,728.40	44,740.80	27,920.59	0.00	0	0.00	0.00	0.00	4,715.44	0.00	32,636.03	10,948.69	(2,923.03)	8,025.66	40,661.69
430	Management Analyst (Burns,S)	T	6,186.00	74,232.00	28,550.81	0.00	0	0.00	0.00	0.00	966.44	4,241.50	33,758.75	10,529.70	(3,657.01)	6,872.69	40,631.44
431	Permit Processing Specialist (Fuentes,M)	A	1,977.73	23,732.80	33,077.77	110.35	4	0.00	0.00	0.00	0.00	0.00	33,188.12	9,229.63	(1,883.11)	7,346.52	40,534.64
432	Management Analyst (Hull,R)	A	6,756.00	81,072.00	29,622.52	0.00	0	0.00	0.00	0.00	0.00	3,393.20	33,015.72	11,718.15	(4,247.92)	7,470.23	40,485.95
433	Communications Officer (Laser,L)	A	2,242.24	26,906.88	20,893.82	7,511.15	188	235.04	0.00	0.00	1,454.73	4,241.50	34,336.24	7,799.68	(2,709.88)	5,089.80	39,426.04
434	Recreation Coordinator (Habiger,T)	A	1,902.33	22,828.00	28,098.46	0.00	0	0.00	0.00	0.00	2,773.87	0.00	30,872.33	11,068.55	(2,941.62)	8,126.93	38,999.26
435	Police Aide (Tanchauco,A)	T	1,078.13	12,937.60	23,860.30	1,132.79	85	0.00	0.00	0.00	1,826.90	3,393.20	30,213.19	9,293.37	(2,984.18)	6,309.19	36,522.38
436	Police Recruit (Kim,B)	A	2,301.87	27,622.40	25,497.60	0.00	0	0.00	0.00	0.00	0.00	2,487.36	27,984.96	10,086.24	(1,721.04)	8,365.20	36,350.16
437	Police Recruit (Ranck,T)	A	2,301.87	27,622.40	25,497.60	0.00	0	0.00	0.00	0.00	0.00	2,487.36	27,984.96	10,086.24	(1,721.04)	8,365.20	36,350.16
438	Police Recruit (Richie,M)	A	2,301.87	27,622.40	25,497.60	0.00	0	0.00	0.00	0.00	0.00	2,487.36	27,984.96	10,086.24	(1,721.04)	8,365.20	36,350.16
439	Police Reserve Officer (Guth,D)	A	3,293.33	39,520.00	24,282.00	228.00	6	0.00	0.00	0.00	0.00	0.00	24,510.00	12,880.07	(1,214.10)	11,665.97	36,175.97
440	City Council Member (Genis,S)	A	904.40	10,852.80	10,852.92	0.00	0	0.00	0.00	0.00	0.00	21,719.88	32,572.80	4,143.60	(759.72)	3,383.88	35,956.68
441	Recreation Coordinator (Pena,M)	A	1,902.33	22,828.00	26,558.05	0.00	0	0.00	0.00	363.06	1,238.58	0.00	28,159.69	10,440.22	(2,817.36)	7,622.86	35,782.55
442	City Council Member (Monahan,G)	A	904.40	10,852.80	10,852.92	0.00	0	0.00	0.00	0.00	0.00	21,719.88	32,572.80	4,252.02	(1,136.20)	3,115.82	35,688.62

City of Costa Mesa 2015 Compensation and Benefits Report

Row	Job Title / Name	2015 Status	Monthly Salary Rate as of End of Year	Annual Salary Rate as of End of Year	PAY CATEGORIES with Overtime Hours								PENSION			Total (Total Pay + ER Pension Cost)	
					Base Pay	Overtime		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
						Pay	Hours										
443	Police Officer (Keys,W)	T	7,058.00	84,696.00	17,041.01	4,122.83	70	0.00	0.00	0.00	1,405.22	1,747.38	24,316.44	10,782.44	0.00	10,782.44	35,098.88
444	Crime Scene Specialist (Ortiz,M)	A	6,485.00	77,820.00	23,881.22	0.00	0	1,194.02	0.00	0.00	0.00	3,393.20	28,468.44	10,311.95	(3,795.25)	6,516.70	34,985.14
445	City Council Member (Foley,K)	A	904.40	10,852.80	10,852.92	0.00	0	0.00	0.00	0.00	0.00	20,884.50	31,737.42	4,252.02	(1,136.20)	3,115.82	34,853.24
446	Recreation Specialist (Crowley,C)	A	1,533.13	18,397.60	25,141.73	0.00	0	0.00	0.00	293.49	1,342.32	0.00	26,777.54	9,598.72	(1,779.70)	7,819.02	34,596.56
447	Recreation Specialist (Kearns,R)	T	1,533.13	18,397.60	24,690.72	0.00	0	0.00	0.00	289.76	1,360.32	0.00	26,340.80	9,431.86	(1,748.03)	7,683.83	34,024.63
448	Fire Engineer (Hay,P)	R	8,231.00	98,772.00	13,058.78	0.00	0	759.84	1,316.52	0.00	8,583.19	1,026.48	24,744.81	10,027.68	(890.68)	9,137.00	33,881.81
449	Maintenance Worker (Beltran,M)	A	3,820.00	45,840.00	22,852.20	176.31	7	0.00	0.00	0.00	0.00	5,089.80	28,118.31	8,988.60	(3,246.29)	5,742.31	33,860.62
450	City Council Member (Mensinger,S)	A	904.40	10,852.80	10,852.92	0.00	0	0.00	0.00	0.00	0.00	21,719.88	32,572.80	2,442.96	(1,221.48)	1,221.48	33,794.28
451	City Council Member (Righeimer,J)	A	904.40	10,852.80	10,852.92	0.00	0	0.00	0.00	0.00	0.00	21,719.88	32,572.80	2,442.96	(1,221.48)	1,221.48	33,794.28
452	Management Analyst (Koziel,M)	A	6,128.00	73,536.00	24,040.58	0.00	0	0.00	0.00	0.00	0.00	3,393.20	27,433.78	9,509.97	(3,447.43)	6,062.54	33,496.32
453	Management Analyst (CON) (Garcia,A)	A	6,128.00	73,536.00	24,040.56	0.00	0	0.00	0.00	0.00	0.00	3,393.20	27,433.76	9,570.06	(3,507.52)	6,062.54	33,496.30
454	Storekeeper (Suguitan,D)	A	2,178.28	26,139.36	24,775.23	0.00	0	0.00	0.00	0.00	221.40	0.00	24,996.63	9,318.74	(1,672.32)	7,646.42	32,643.05
455	Management Analyst (Nielsen,R)	A	3,216.72	38,600.64	24,899.78	0.00	0	0.00	0.00	0.00	0.00	0.00	24,899.78	9,458.70	(1,742.98)	7,715.72	32,615.50
456	Sr Police Records Technician (Zimmerman,D)	R	4,636.00	55,632.00	15,646.50	40.12	2	241.38	0.00	2,993.78	6,513.49	3,393.20	28,828.47	6,025.91	(2,375.59)	3,650.32	32,478.79
457	Police Recruit (Benavides,M)	T	2,301.87	27,622.40	22,708.80	0.00	0	0.00	0.00	0.00	338.64	2,072.80	25,120.24	8,597.44	(1,532.80)	7,064.64	32,184.88
458	Human Resources Analyst (Teramura,S)	A	7,554.56	90,654.72	30,492.22	0.00	0	0.00	0.00	0.00	804.21	0.00	31,296.43	1,301.20	(650.60)	650.60	31,947.03
459	Code Enforcement Officer (Pierini,A)	A	4,423.74	53,084.93	23,766.77	0.00	0	0.00	0.00	0.00	0.00	0.00	23,766.77	9,213.29	(1,604.25)	7,609.04	31,375.81
460	Fire Fighter (Hnatiw,J)	T	5,850.00	70,200.00	22,441.06	1,259.02	21	0.00	0.00	1,018.95	1,771.15	2,052.96	28,543.14	5,418.04	(2,825.12)	2,592.92	31,136.06
461	Recreation Leader IV (Pulaski,E)	A	1,269.67	15,236.00	21,796.91	0.00	0	0.00	0.00	0.00	1,757.70	0.00	23,554.61	8,342.00	(1,525.79)	6,816.21	30,370.82
462	Police Aide (Stommel,B)	T	1,026.13	12,313.60	21,529.92	0.00	0	0.00	0.00	0.00	0.00	2,072.80	23,602.72	7,865.48	(1,453.23)	6,412.25	30,014.97
463	Management Analyst (Duensing,M)	A	3,724.07	44,688.80	28,845.42	0.00	0	0.00	0.00	0.00	0.00	0.00	28,845.42	0.00	0.00	0.00	28,845.42
464	Public Right of Way Coord (Dalton,K)	A	4,877.00	58,524.00	20,258.29	0.00	0	0.00	0.00	0.00	0.00	3,393.20	23,651.49	8,013.79	(2,905.03)	5,108.76	28,760.25
465	Recreation Leader IV (Vanderwal,B)	A	1,209.00	14,508.00	20,606.24	0.00	0	0.00	0.00	372.06	1,373.86	0.00	22,352.16	7,804.96	(1,415.62)	6,389.34	28,741.50
466	Intern (Martinez,T)	A	1,265.33	15,184.00	22,732.50	457.29	19	0.00	0.00	0.00	0.00	0.00	23,189.79	6,785.87	(1,347.29)	5,438.58	28,628.37
467	Act Administrative Secretary (Pacheco,S)	T	3,563.73	42,764.80	21,737.90	9.71	1	0.00	0.00	(433.84)	1,032.83	0.00	22,346.60	7,192.82	(1,360.67)	5,832.15	28,178.75
468	Recreation Leader IV (Roche,K)	T	1,332.93	15,995.20	21,432.38	103.80	4	0.00	0.00	0.00	1,033.69	0.00	22,569.87	6,507.20	(1,300.69)	5,206.51	27,776.38

City of Costa Mesa 2015 Compensation and Benefits Report

Row	Job Title / Name	2015 Status	Monthly Salary Rate as of End of Year	Annual Salary Rate as of End of Year	PAY CATEGORIES with Overtime Hours								PENSION			Total (Total Pay + ER Pension Cost)	
					Base Pay	Overtime		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
						Pay	Hours										
469	Fire Protection Specialist (Worthy,J)	T	2,154.19	25,850.24	26,640.54	0.00	0	0.00	0.00	0.00	112.10	0.00	26,752.64	2,006.54	(1,003.27)	1,003.27	27,755.91
470	Police Records Technician (Fraga,K)	A	3,507.00	42,084.00	17,804.81	23.90	1	651.02	0.00	0.00	0.00	4,241.50	22,721.23	7,300.80	(2,646.57)	4,654.23	27,375.46
471	Community Services Specialist (Busby JR,A)	T	4,908.80	58,905.60	19,981.38	330.87	10	0.00	0.00	517.44	229.39	0.00	21,059.08	7,549.79	(1,776.13)	5,773.66	26,832.74
472	Recreation Leader IV (Godinez,A)	A	1,332.93	15,995.20	19,380.97	0.00	0	0.00	0.00	19.53	1,329.52	0.00	20,730.02	7,581.78	(2,029.01)	5,552.77	26,282.79
473	General Aide II (Deutsch,N)	A	1,078.13	12,937.60	20,762.36	0.00	0	0.00	0.00	0.00	0.00	0.00	20,762.36	6,777.21	(1,257.02)	5,520.19	26,282.55
474	Building Technician II (Melad,R)	A	2,978.04	35,736.48	24,511.85	0.00	0	0.00	0.00	0.00	0.00	0.00	24,511.85	1,838.46	(919.23)	919.23	25,431.08
475	Recreation Leader IV (Navarro,M)	A	1,269.67	15,236.00	20,102.67	0.00	0	0.00	0.00	0.00	406.54	0.00	20,509.21	5,468.30	(1,132.05)	4,336.25	24,845.46
476	Recreation Leader III (Magana,J)	A	1,249.73	14,996.80	17,270.92	0.00	0	0.00	0.00	0.00	1,615.04	0.00	18,885.96	6,586.55	(1,208.95)	5,377.60	24,263.56
477	Recreation Leader IV (Delfin,B)	A	1,150.93	13,811.20	18,522.83	0.00	0	0.00	0.00	0.00	872.85	0.00	19,395.68	5,971.26	(1,158.25)	4,813.01	24,208.69
478	Communications Officer (Rose,R)	T	5,241.00	62,892.00	10,764.20	4,367.89	94	430.87	0.00	0.00	3,797.41	2,120.75	21,481.12	4,229.91	(1,542.14)	2,687.77	24,168.89
479	Recreation Leader IV (Contreras,H)	A	1,469.00	17,628.00	17,874.99	0.00	0	0.00	0.00	0.00	552.15	0.00	18,427.14	6,845.06	(1,206.55)	5,638.51	24,065.65
480	Police Aide (Molina,E)	A	977.60	11,731.20	17,298.87	2,064.87	159	0.00	0.00	0.00	0.00	0.00	19,363.74	5,274.77	(1,035.24)	4,239.53	23,603.27
481	Recreation Supervisor - Temp (Lowe,G)	A	3,673.80	44,085.60	23,216.84	0.00	0	0.00	0.00	0.00	0.00	0.00	23,216.84	0.00	0.00	0.00	23,216.84
482	General Aide II (Connor,C)	A	1,078.13	12,937.60	17,975.80	0.00	0	0.00	0.00	0.00	0.00	0.00	17,975.80	7,119.45	(1,897.72)	5,221.73	23,197.53
483	Associate Engineer (Naderi,N)	T	9,067.00	108,804.00	17,157.54	0.00	0	0.00	0.00	0.00	575.93	1,272.45	19,005.92	6,268.17	(2,148.98)	4,119.19	23,125.11
484	Park Ranger (Foster,D)	A	2,807.13	33,685.60	21,963.03	0.00	0	0.00	0.00	151.80	0.00	0.00	22,114.83	1,658.68	(829.34)	829.34	22,944.17
485	Interim Budget & Research Off (Andrew,E)	T	9,880.00	118,560.00	22,543.50	0.00	0	0.00	0.00	0.00	0.00	0.00	22,543.50	0.00	0.00	0.00	22,543.50
486	Interim Admin Services Dir (Loomer,P)	T	6,664.67	79,976.00	22,531.70	0.00	0	0.00	0.00	0.00	0.00	0.00	22,531.70	0.00	0.00	0.00	22,531.70
487	Office Specialist II (Borthwick,D)	T	2,188.68	26,264.16	17,391.05	0.00	0	0.00	0.00	0.00	239.91	0.00	17,630.96	6,637.10	(1,820.68)	4,816.42	22,447.38
488	Community Outreach Worker (Pio,J)	T	2,546.44	30,557.28	21,254.88	0.00	0	0.00	0.00	0.00	295.58	0.00	21,550.46	1,616.30	(808.15)	808.15	22,358.61
489	Communications Officer (Tranbarger,K)	T	2,242.07	26,904.80	16,298.10	0.00	0	0.00	0.00	0.00	585.18	0.00	16,883.28	6,447.19	(1,106.89)	5,340.30	22,223.58
490	Recreation Leader III (Duarte,M)	A	1,249.73	14,996.80	15,141.10	0.00	0	0.00	0.00	0.00	2,602.81	0.00	17,743.91	5,925.02	(1,585.10)	4,339.92	22,083.83
491	Recreation Leader IV (Martinez,J)	A	1,096.33	13,156.00	16,348.94	0.00	0	0.00	0.00	187.00	886.11	0.00	17,422.05	5,563.79	(1,020.55)	4,543.24	21,965.29
492	Recreation Leader III (Martinez,A)	A	1,189.93	14,279.20	16,523.31	0.00	0	0.00	0.00	0.00	1,085.64	0.00	17,608.95	5,246.62	(1,017.42)	4,229.20	21,838.15
493	Management Analyst (Donlon,J)	T	2,671.93	32,063.20	15,661.65	843.97	17	0.00	0.00	0.00	1,677.77	0.00	18,183.39	4,567.01	(937.85)	3,629.16	21,812.55
494	Recreation Leader III (Brizuela,I)	A	1,249.73	14,996.80	15,768.34	0.00	0	0.00	0.00	0.00	1,369.90	0.00	17,138.24	6,179.93	(1,650.83)	4,529.10	21,667.34

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Row	Job Title / Name	2015 Status	Monthly Salary Rate as of End of Year	Annual Salary Rate as of End of Year	PAY CATEGORIES with Overtime Hours								PENSION			Total (Total Pay + ER Pension Cost)	
					Base Pay	Overtime		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
						Pay	Hours										
495	Budget Specialist (Birn,D)	A	2,315.73	27,788.80	16,846.96	60.12	2	0.00	0.00	0.00	0.00	0.00	16,907.08	6,664.31	(2,415.85)	4,248.46	21,155.54
496	Office Specialist II (Burch,A)	A	3,111.33	37,336.00	15,598.83	0.00	0	0.00	0.00	0.00	474.40	0.00	16,073.23	5,978.25	(1,052.91)	4,925.34	20,998.57
497	Police Aide (Diaz,N)	A	930.80	11,169.60	15,513.93	1,299.56	107	0.00	0.00	0.00	0.00	0.00	16,813.49	5,148.54	(968.77)	4,179.77	20,993.26
498	Recreation Leader III (Ruiz,G)	A	979.33	11,752.00	15,316.54	0.00	0	0.00	0.00	50.22	821.79	0.00	16,188.55	5,810.11	(1,037.08)	4,773.03	20,961.58
499	Police Aide (Soukhaseum,S)	A	930.80	11,169.60	15,240.06	1,288.82	111	0.00	0.00	0.00	0.00	0.00	16,528.88	5,048.51	(950.27)	4,098.24	20,627.12
500	Recreation Leader III (Cardenas,B)	A	1,027.87	12,334.40	14,932.17	0.00	0	0.00	0.00	63.98	962.64	0.00	15,958.79	5,671.74	(1,012.27)	4,659.47	20,618.26
501	Facilities Maint Technician (Sandoval,J)	A	4,739.00	56,868.00	14,217.05	0.00	0	0.00	0.00	0.00	0.00	2,544.90	16,761.95	5,623.99	(2,038.73)	3,585.26	20,347.21
502	Recreation Leader III (Paul II,A)	A	979.33	11,752.00	17,022.70	0.00	0	0.00	0.00	95.32	86.08	0.00	17,204.10	3,810.49	(879.34)	2,931.15	20,135.25
503	Community Outreach Worker (Mody,C)	A	2,309.84	27,718.08	19,818.53	0.00	0	0.00	0.00	0.00	0.00	0.00	19,818.53	0.00	0.00	0.00	19,818.53
504	Recreation Leader IV (Franco,E)	A	1,469.00	17,628.00	19,039.64	0.00	0	0.00	0.00	0.00	0.00	0.00	19,039.64	1,427.98	(713.99)	713.99	19,753.63
505	Police Recruit (McMorris,C)	A	2,301.87	27,622.40	13,811.20	0.00	0	0.00	0.00	0.00	0.00	1,243.68	15,054.88	5,463.38	(932.23)	4,531.15	19,586.03
506	Recreation Leader III (Gomez,L)	A	1,133.60	13,603.20	14,193.06	0.00	0	0.00	0.00	141.36	712.28	0.00	15,046.70	5,455.20	(967.58)	4,487.62	19,534.32
507	Police Reserve Officer (Martin,E)	A	3,293.33	39,520.00	18,221.00	399.00	11	0.00	0.00	0.00	0.00	0.00	18,620.00	1,396.54	(698.27)	698.27	19,318.27
508	General Aide II (Henriquez,C)	A	977.60	11,731.20	15,598.65	0.00	0	0.00	0.00	59.40	0.00	0.00	15,658.05	4,561.82	(916.43)	3,645.39	19,303.44
509	Recreation Leader III (Prado Moran,G)	A	1,079.87	12,958.40	14,018.63	0.00	0	0.00	0.00	0.00	788.69	0.00	14,807.32	5,337.44	(946.28)	4,391.16	19,198.48
510	Police Aide (Ortiz,S)	A	930.80	11,169.60	13,790.16	1,570.74	129	0.00	0.00	0.00	0.00	0.00	15,360.90	4,617.04	(864.46)	3,752.58	19,113.48
511	Police Captain - Temp (Gogerty,L)	T	7,359.00	88,308.00	18,850.37	0.00	0	0.00	0.00	0.00	0.00	0.00	18,850.37	0.00	0.00	0.00	18,850.37
512	Custody Officer (Henderson,T)	R	6,137.00	73,644.00	8,497.39	79.66	2	0.00	0.00	0.00	6,332.68	1,272.45	16,182.18	3,540.30	(1,290.72)	2,249.58	18,431.76
513	Police Reserve Officer (Dehuff,D)	A	3,293.33	39,520.00	12,825.00	0.00	0	0.00	0.00	0.00	0.00	0.00	12,825.00	7,213.40	(1,635.19)	5,578.21	18,403.21
514	Police Recruit (Santos,J)	A	2,301.87	27,622.40	13,811.20	0.00	0	0.00	0.00	0.00	0.00	0.00	13,811.20	5,463.38	(932.23)	4,531.15	18,342.35
515	Code Enforcement Officer (Goates,D)	A	2,560.48	30,725.76	17,317.50	0.00	0	0.00	0.00	134.64	0.00	0.00	17,452.14	1,308.92	(654.46)	654.46	18,106.60
516	General Aide II (Ruvalcaba,R)	T	1,078.13	12,937.60	13,478.74	74.64	6	0.00	0.00	0.00	117.31	0.00	13,670.69	4,833.96	(887.75)	3,946.21	17,616.90
517	Purchasing Supervisor (Talley-Wilson,K)	T	8,245.00	98,940.00	11,416.17	6.18	0	0.00	0.00	0.00	2,040.64	1,272.45	14,735.44	4,170.66	(1,429.86)	2,740.80	17,476.24
518	Building Technician (Salud,D)	T	1,989.00	23,868.00	15,997.90	0.00	0	0.00	0.00	0.00	518.44	0.00	16,516.34	1,238.82	(619.41)	619.41	17,135.75
519	Recreation Leader III (Nguyen,P)	A	1,189.93	14,279.20	14,227.77	0.00	0	0.00	0.00	0.00	585.33	0.00	14,813.10	3,031.60	(717.39)	2,314.21	17,127.31
520	Recreation Leader III (Bailey,I)	A	979.33	11,752.00	13,460.76	0.00	0	0.00	0.00	0.00	263.62	0.00	13,724.38	4,219.25	(821.97)	3,397.28	17,121.66

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					Base Pay	Overtime		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
						Pay	Hours										
521	Community Services Specialist (Lopez,M)	T	6,137.00	73,644.00	11,329.84	300.95	9	65.49	0.00	0.00	846.91	1,696.60	14,239.79	4,317.03	(1,573.87)	2,743.16	16,982.95
522	Recreation Leader III (Cardenas,A)	A	1,027.87	12,334.40	12,430.07	0.00	0	0.00	0.00	0.00	587.60	0.00	13,017.67	4,701.13	(839.03)	3,862.10	16,879.77
523	Recreation Leader III (Mulholland,K)	A	979.33	11,752.00	13,339.71	0.00	0	0.00	0.00	0.00	613.32	0.00	13,953.03	3,635.70	(759.10)	2,876.60	16,829.63
524	Recreation Leader III (Hauser,J)	A	979.33	11,752.00	15,925.60	0.00	0	0.00	0.00	91.27	0.00	0.00	16,016.87	1,201.26	(600.63)	600.63	16,617.50
525	Video Production Aide (Gil,N)	A	1,267.07	15,204.80	15,434.80	0.00	0	0.00	0.00	432.07	0.00	0.00	15,866.87	1,190.04	(595.02)	595.02	16,461.89
526	Recreation Leader III (Gonzalez,G)	A	979.33	11,752.00	15,583.17	0.00	0	0.00	0.00	0.00	215.20	0.00	15,798.37	1,184.88	(592.44)	592.44	16,390.81
527	Recreation Leader IV (Larrea,P)	A	1,096.33	13,156.00	15,755.81	0.00	0	0.00	0.00	0.00	0.00	0.00	15,755.81	1,181.64	(590.82)	590.82	16,346.63
528	Recreation Leader III (Mann,K)	A	979.33	11,752.00	12,786.18	0.00	0	0.00	0.00	132.15	490.98	0.00	13,409.31	3,652.41	(740.58)	2,911.83	16,321.14
529	Police Sergeant - Temp (Myers,P)	T	5,229.50	62,754.00	15,990.23	0.00	0	0.00	0.00	0.00	0.00	0.00	15,990.23	0.00	0.00	0.00	15,990.23
530	Permit Processing Specialist (Kondo,T)	A	1,794.00	21,528.00	11,747.25	0.00	0	0.00	0.00	0.00	0.00	0.00	11,747.25	4,646.94	(792.93)	3,854.01	15,601.26
531	Recreation Leader III (Byrne,T)	A	1,079.87	12,958.40	12,122.41	0.00	0	0.00	0.00	196.70	557.42	0.00	12,876.53	3,179.59	(682.49)	2,497.10	15,373.63
532	Recreation Leader III (Wisdom,B)	A	1,189.93	14,279.20	14,571.12	0.00	0	0.00	0.00	0.00	209.28	0.00	14,780.40	1,108.54	(554.27)	554.27	15,334.67
533	Recreation Leader III (Mulhern,A)	A	1,249.73	14,996.80	11,196.95	0.00	0	0.00	0.00	50.71	584.01	0.00	11,831.67	4,426.42	(1,177.52)	3,248.90	15,080.57
534	Recreation Leader III (Gaitan Jr,J)	A	1,249.73	14,996.80	13,475.60	0.00	0	0.00	0.00	0.00	901.25	0.00	14,376.85	1,078.26	(539.13)	539.13	14,915.98
535	Office Specialist II (Akau,V)	A	1,633.67	19,604.00	11,159.24	0.00	0	0.00	0.00	0.00	0.00	0.00	11,159.24	4,414.37	(753.25)	3,661.12	14,820.36
536	Recreation Leader III (Samarin III,D)	A	1,133.60	13,603.20	13,907.59	0.00	0	0.00	0.00	13.97	130.80	0.00	14,052.36	1,053.92	(526.96)	526.96	14,579.32
537	Recreation Leader III (Rodriguez,F)	A	1,249.73	14,996.80	10,090.41	0.00	0	0.00	0.00	0.00	1,528.52	0.00	11,618.93	3,959.41	(1,056.37)	2,903.04	14,521.97
538	Intern (Jacinto,H)	A	1,092.87	13,114.40	11,689.49	0.00	0	0.00	0.00	0.00	0.00	0.00	11,689.49	2,418.97	(582.69)	1,836.28	13,525.77
539	Communications Officer (Gipson,N)	A	4,708.00	56,496.00	8,691.68	0.00	0	435.95	0.00	0.00	651.88	1,272.45	11,051.96	3,893.00	(1,426.83)	2,466.17	13,518.13
540	Communications Officer (Francisco,K)	A	2,861.56	34,338.72	11,603.77	0.00	0	0.00	580.21	0.00	825.45	0.00	13,009.43	975.68	(487.84)	487.84	13,497.27
541	Recreation Leader III (Carrizo,M)	A	1,249.73	14,996.80	10,004.00	0.00	0	0.00	0.00	0.00	475.86	0.00	10,479.86	3,847.02	(1,047.29)	2,799.73	13,279.59
542	Senior Maintenance Worker (Diaz,M)	T	1,903.20	22,838.40	10,079.64	0.00	0	0.00	0.00	0.00	929.57	0.00	11,009.21	2,764.28	(585.51)	2,178.77	13,187.98
543	Budget Analyst (Penalosa,A)	T	7,914.00	94,968.00	6,574.71	2,260.05	46	328.75	0.00	0.00	1,657.83	848.30	11,669.64	2,463.49	(950.94)	1,512.55	13,182.19
544	Instructor Guard (Dowell,T)	A	960.27	11,523.20	12,516.34	0.00	0	0.00	0.00	67.56	0.00	0.00	12,583.90	943.80	(471.90)	471.90	13,055.80
545	Recreation Leader III (Fujitani,B)	A	1,079.87	12,958.40	12,531.76	0.00	0	0.00	0.00	0.00	0.00	0.00	12,531.76	939.86	(469.93)	469.93	13,001.69
546	Recreation Leader II (Aguilar Torreze,L)	A	849.33	10,192.00	10,420.33	0.00	0	0.00	0.00	0.00	479.20	0.00	10,899.53	2,580.77	(569.84)	2,010.93	12,910.46

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					Base Pay	Overtime		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
						Pay	Hours										
547	Fire Fighter (Cooper,D)	T	5,850.00	70,200.00	8,660.82	1,413.51	43	0.00	0.00	0.00	810.00	769.86	11,654.19	2,128.75	(1,080.68)	1,048.07	12,702.26
548	Sr Police Records Technician (Ginther,L)	R	4,636.00	55,632.00	4,493.36	1,591.40	60	0.00	0.00	0.00	4,078.25	1,272.45	11,435.46	1,706.32	(622.09)	1,084.23	12,519.69
549	Communications Officer (Tapia II,E)	A	2,861.56	34,338.72	9,102.97	0.00	0	0.00	455.20	0.00	2,409.97	0.00	11,968.14	897.58	(448.79)	448.79	12,416.93
550	Intern (Macha,S)	T	1,040.87	12,490.40	9,870.99	178.38	10	0.00	0.00	0.00	286.44	0.00	10,335.81	2,632.60	(566.71)	2,065.89	12,401.70
551	Programmer Analyst I (Jin,S)	T	2,649.40	31,792.80	11,188.62	0.00	0	0.00	0.00	0.00	735.21	0.00	11,923.83	894.26	(447.13)	447.13	12,370.96
552	Recreation Leader III (Yourex,B)	A	1,133.60	13,603.20	11,790.34	0.00	0	0.00	0.00	0.00	0.00	0.00	11,790.34	884.28	(442.14)	442.14	12,232.48
553	Recreation Leader III (Johnson,A)	T	979.33	11,752.00	9,847.28	0.00	0	0.00	0.00	33.21	516.14	0.00	10,396.63	2,371.32	(538.65)	1,832.67	12,229.30
554	Police Recruit (Ramos,M)	T	2,301.87	27,622.40	8,552.32	0.00	0	0.00	0.00	0.00	0.00	829.12	9,381.44	3,124.41	(577.27)	2,547.14	11,928.58
555	Intern (Vucinic,K)	A	1,265.33	15,184.00	11,296.16	0.00	0	0.00	0.00	26.22	0.00	0.00	11,322.38	849.18	(424.59)	424.59	11,746.97
556	Fire Fighter (Krie,A)	T	5,584.00	67,008.00	8,560.09	828.40	24	0.00	0.00	0.00	590.23	769.86	10,748.58	2,006.44	(1,014.05)	992.39	11,740.97
557	Recreation Leader III (Thomas,A)	A	932.53	11,190.40	11,178.53	0.00	0	0.00	0.00	72.22	0.00	0.00	11,250.75	843.80	(421.90)	421.90	11,672.65
558	Interim Police Admin Svs Cmmdr (James,M)	T	6,254.73	75,056.80	11,583.29	0.00	0	0.00	0.00	0.00	0.00	0.00	11,583.29	0.00	0.00	0.00	11,583.29
559	General Aide II (Vidana,B)	T	977.60	11,731.20	8,780.36	0.00	0	0.00	0.00	111.10	815.43	0.00	9,706.89	2,229.98	(493.67)	1,736.31	11,443.20
560	Human Resources Analyst (Saldivar,P)	A	7,554.56	90,654.72	11,433.91	0.00	0	0.00	0.00	0.00	0.00	0.00	11,433.91	0.00	0.00	0.00	11,433.91
561	Recreation Leader III (Rocha,R)	A	979.33	11,752.00	10,900.89	0.00	0	0.00	0.00	0.00	33.90	0.00	10,934.79	820.12	(410.06)	410.06	11,344.85
562	Recreation Leader II (Medrano,R)	A	891.80	10,701.60	8,731.80	0.00	0	0.00	0.00	0.00	421.40	0.00	9,153.20	2,428.24	(505.38)	1,922.86	11,076.06
563	Recreation Leader II (Dang,R)	A	936.87	11,242.40	10,629.65	0.00	0	0.00	0.00	0.00	0.00	0.00	10,629.65	797.24	(398.62)	398.62	11,028.27
564	Sr. Lifeguard (Roche,J)	T	1,256.67	15,080.00	8,802.54	0.00	0	0.00	0.00	0.00	740.20	0.00	9,542.74	1,910.58	(467.60)	1,442.98	10,985.72
565	Recreation Specialist (Davidson,S)	A	1,325.13	15,901.60	8,258.79	0.00	0	0.00	0.00	0.00	0.00	0.00	8,258.79	3,216.35	(557.46)	2,658.89	10,917.68
566	Recreation Leader III (Margitan,A)	A	1,249.73	14,996.80	8,754.74	0.00	0	0.00	0.00	201.48	1,519.41	0.00	10,475.63	785.66	(392.83)	392.83	10,868.46
567	Communications Officer (Hurd-Servin,J)	A	2,861.56	34,338.72	8,278.27	0.00	0	0.00	0.00	0.00	0.00	0.00	8,278.27	3,169.61	(579.49)	2,590.12	10,868.39
568	Recreation Leader IV (Romero,B)	T	1,096.33	13,156.00	8,974.04	0.00	0	0.00	0.00	0.00	182.03	0.00	9,156.07	2,126.64	(482.33)	1,644.31	10,800.38
569	Recreation Leader II (Parks,P)	A	891.80	10,701.60	10,013.15	0.00	0	0.00	0.00	0.00	382.20	0.00	10,395.35	779.64	(389.82)	389.82	10,785.17
570	Recreation Leader III (Mulholland,P)	A	979.33	11,752.00	9,891.79	0.00	0	0.00	0.00	106.81	337.15	0.00	10,335.75	775.18	(387.59)	387.59	10,723.34
571	Recreation Leader III (Riddle,J)	A	1,027.87	12,334.40	10,242.91	0.00	0	0.00	0.00	0.00	0.00	0.00	10,242.91	768.22	(384.11)	384.11	10,627.02
572	Intern (Ezell,J)	A	1,092.87	13,114.40	10,221.37	0.00	0	0.00	0.00	0.00	0.00	0.00	10,221.37	766.60	(383.30)	383.30	10,604.67

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Row	Job Title / Name	2015 Status	Monthly Salary Rate as of End of Year	Annual Salary Rate as of End of Year	PAY CATEGORIES with Overtime Hours								PENSION			Total (Total Pay + ER Pension Cost)	
					Base Pay	Overtime		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
						Pay	Hours										
573	Intern (Antonio,A)	A	1,040.87	12,490.40	10,190.58	0.00	0	0.00	0.00	0.00	0.00	0.00	10,190.58	764.30	(382.15)	382.15	10,572.73
574	Senior Maintenance Worker (Hooker,C)	T	3,959.00	47,508.00	6,943.50	0.00	0	0.00	0.00	0.00	133.62	1,696.60	8,773.72	2,764.08	(1,013.08)	1,751.00	10,524.72
575	Fire Fighter (Brown,C)	A	5,850.00	70,200.00	7,889.34	142.45	3	0.00	0.00	0.00	736.34	769.86	9,537.99	1,963.92	(997.00)	966.92	10,504.91
576	Recreation Specialist (Hernandez,L)	T	1,404.87	16,858.40	7,343.15	0.00	0	0.00	0.00	0.00	502.83	0.00	7,845.98	2,682.69	(495.68)	2,187.01	10,032.99
577	Recreation Leader II (Nelson,C)	A	891.80	10,701.60	9,606.45	0.00	0	0.00	0.00	0.00	0.00	0.00	9,606.45	720.48	(360.24)	360.24	9,966.69
578	Office Specialist II (Franco,A)	T	2,104.27	25,251.20	7,259.72	0.00	0	0.00	0.00	0.00	656.53	0.00	7,916.25	2,743.02	(760.04)	1,982.98	9,899.23
579	Management Analyst (Stevens,K)	A	2,645.93	31,751.20	9,326.95	0.00	0	0.00	0.00	0.00	0.00	0.00	9,326.95	699.52	(349.76)	349.76	9,676.71
580	Recreation Leader II (Delgado,J)	A	891.80	10,701.60	9,148.30	0.00	0	0.00	0.00	0.00	176.40	0.00	9,324.70	699.34	(349.67)	349.67	9,674.37
581	Recreation Leader III (El-Assadi,S)	A	1,027.87	12,334.40	8,935.07	0.00	0	0.00	0.00	45.12	226.00	0.00	9,206.19	690.48	(345.24)	345.24	9,551.43
582	Recreation Leader II (Montgomery,S)	A	891.80	10,701.60	9,185.05	0.00	0	0.00	0.00	0.00	0.00	0.00	9,185.05	688.88	(344.44)	344.44	9,529.49
583	Recreation Leader III (Soto,J)	T	932.53	11,190.40	8,946.94	0.00	0	0.00	0.00	0.00	234.68	0.00	9,181.62	688.66	(344.33)	344.33	9,525.95
584	Recreation Leader II (Yamauchi,B)	A	891.80	10,701.60	8,998.86	0.00	0	0.00	0.00	69.72	0.00	0.00	9,068.58	680.12	(340.06)	340.06	9,408.64
585	General Aide II (Guerra,K)	T	1,078.13	12,937.60	7,538.64	0.00	0	0.00	0.00	0.00	314.98	0.00	7,853.62	1,692.27	(399.16)	1,293.11	9,146.73
586	Recreation Leader III (Esquivel,A)	A	1,133.60	13,603.20	8,557.61	0.00	0	0.00	0.00	26.65	196.20	0.00	8,780.46	658.52	(329.26)	329.26	9,109.72
587	Recreation Leader II (Clark,L)	A	891.80	10,701.60	8,695.05	0.00	0	0.00	0.00	0.00	0.00	0.00	8,695.05	652.14	(326.07)	326.07	9,021.12
588	Police Aide (Vargas,A)	T	977.60	11,731.20	7,417.56	129.72	12	0.00	0.00	38.88	483.91	0.00	8,070.07	1,290.09	(354.56)	935.53	9,005.60
589	Recreation Leader III (Alvarez JR,R)	T	1,133.60	13,603.20	7,841.46	0.00	0	0.00	0.00	0.00	587.16	0.00	8,428.62	838.06	(329.40)	508.66	8,937.28
590	Recreation Leader III (Jimenez,R)	A	1,189.93	14,279.20	8,587.02	0.00	0	0.00	0.00	0.00	0.00	0.00	8,587.02	644.02	(322.01)	322.01	8,909.03
591	Communications Officer (Tran,H)	A	4,708.00	56,496.00	6,518.76	91.77	2	40.74	0.00	0.00	0.00	424.15	7,075.42	2,879.71	(1,055.44)	1,824.27	8,899.69
592	Police Recruit (Miller II,W)	T	2,301.87	27,622.40	6,480.64	0.00	0	0.00	0.00	0.00	220.18	0.00	6,700.82	2,563.59	(437.43)	2,126.16	8,826.98
593	Recreation Leader II (Suguitan,J)	A	1,032.20	12,386.40	7,899.39	0.00	0	0.00	0.00	0.00	585.15	0.00	8,484.54	636.30	(318.15)	318.15	8,802.69
594	Recreation Leader II (Valdez,J)	T	849.33	10,192.00	6,928.60	0.00	0	0.00	0.00	0.00	557.23	0.00	7,485.83	1,628.66	(378.32)	1,250.34	8,736.17
595	Recreation Leader IV (Davila,V)	T	1,209.00	14,508.00	6,443.70	0.00	0	0.00	0.00	41.87	1,214.58	0.00	7,700.15	1,311.62	(350.16)	961.46	8,661.61
596	Lifeguard (Beyaoju,A)	A	1,012.27	12,147.20	7,560.50	0.00	0	0.00	0.00	227.84	408.80	0.00	8,197.14	614.76	(307.38)	307.38	8,504.52
597	Recreation Leader II (Hughes,C)	A	891.80	10,701.60	8,139.40	0.00	0	0.00	0.00	0.00	0.00	0.00	8,139.40	610.46	(305.23)	305.23	8,444.63
598	Community Outreach Worker (Penfil,D)	A	4,400.93	52,811.20	8,099.41	0.00	0	0.00	0.00	0.00	0.00	0.00	8,099.41	607.48	(303.74)	303.74	8,403.15

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					Base Pay	Overtime		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
						Pay	Hours										
599	Recreation Leader II (Rubio,P)	A	983.67	11,804.00	7,923.24	0.00	0	0.00	0.00	0.00	158.20	0.00	8,081.44	606.12	(303.06)	303.06	8,384.50
600	Programmer Analyst I (Bobiles,K)	A	5,250.27	63,003.20	8,070.99	0.00	0	0.00	0.00	0.00	0.00	0.00	8,070.99	605.36	(302.68)	302.68	8,373.67
601	Recreation Leader III (Essen,E)	A	979.33	11,752.00	7,956.92	0.00	0	0.00	0.00	0.00	0.00	0.00	7,956.92	596.76	(298.38)	298.38	8,255.30
602	Recreation Leader II (Williams,A)	A	891.80	10,701.60	7,874.30	0.00	0	0.00	0.00	0.00	0.00	0.00	7,874.30	590.56	(295.28)	295.28	8,169.58
603	Recreation Leader III (Harvey,W)	A	1,249.73	14,996.80	6,507.08	0.00	0	0.00	0.00	0.00	1,352.45	0.00	7,859.53	589.48	(294.74)	294.74	8,154.27
604	Management Analyst (Guardado,A)	A	2,778.88	33,346.56	4,714.60	0.00	0	0.00	0.00	0.00	1,912.30	0.00	6,626.90	1,762.87	(318.20)	1,444.67	8,071.57
605	Recreation Specialist (Awrey,A)	A	1,325.13	15,901.60	6,072.28	0.00	0	0.00	0.00	0.00	158.62	0.00	6,230.90	2,464.41	(635.71)	1,828.70	8,059.60
606	Recreation Leader II (Elias,J)	A	808.60	9,703.20	7,610.99	0.00	0	0.00	0.00	0.00	0.00	0.00	7,610.99	570.82	(285.41)	285.41	7,896.40
607	Intern (Macwan,P)	A	1,092.87	13,114.40	7,553.44	0.00	0	0.00	0.00	0.00	0.00	0.00	7,553.44	566.50	(283.25)	283.25	7,836.69
608	Recreation Leader III (Munoz,A)	T	979.33	11,752.00	7,273.26	0.00	0	0.00	0.00	0.00	170.18	0.00	7,443.44	558.26	(279.13)	279.13	7,722.57
609	Police Lieutenant - Temp (Dondero,P)	T	6,459.00	77,508.00	7,676.27	0.00	0	0.00	0.00	0.00	0.00	0.00	7,676.27	0.00	0.00	0.00	7,676.27
610	Recreation Leader III (Maalouf,N)	A	979.33	11,752.00	6,791.48	0.00	0	0.00	0.00	57.92	374.76	0.00	7,224.16	541.82	(270.91)	270.91	7,495.07
611	Intern (Aragon,A)	T	1,092.87	13,114.40	7,042.74	0.00	0	0.00	0.00	0.00	84.87	0.00	7,127.61	534.58	(267.29)	267.29	7,394.90
612	Recreation Leader II (Chalmers,E)	A	936.87	11,242.40	7,092.45	0.00	0	0.00	0.00	0.00	0.00	0.00	7,092.45	531.94	(265.97)	265.97	7,358.42
613	Recreation Leader II (Gaitan,E)	A	1,032.20	12,386.40	6,461.24	0.00	0	0.00	0.00	0.00	512.13	0.00	6,973.37	523.06	(261.53)	261.53	7,234.90
614	Recreation Leader III (Tapia Morales,S)	A	932.53	11,190.40	6,870.26	0.00	0	0.00	0.00	0.00	0.00	0.00	6,870.26	515.32	(257.66)	257.66	7,127.92
615	Police Aide (Rotstein,N)	T	1,026.13	12,313.60	5,154.96	0.00	0	0.00	0.00	40.88	154.99	0.00	5,350.83	1,883.25	(350.72)	1,532.53	6,883.36
616	Recreation Leader II (Soeltz,K)	A	849.33	10,192.00	6,419.09	0.00	0	0.00	0.00	0.00	179.60	0.00	6,598.69	494.86	(247.43)	247.43	6,846.12
617	Recreation Leader II (Arredondo,P)	T	891.80	10,701.60	6,431.30	0.00	0	0.00	0.00	0.00	137.68	0.00	6,568.98	492.68	(246.34)	246.34	6,815.32
618	Police Records Technician (Rogers,O)	A	3,507.00	42,084.00	4,855.86	0.00	0	199.30	0.00	0.00	0.00	424.15	5,479.31	1,999.73	(724.92)	1,274.81	6,754.12
619	Recreation Leader III (Beck,J)	T	1,133.60	13,603.20	4,668.11	0.00	0	0.00	0.00	198.55	490.72	0.00	5,357.38	1,705.04	(339.71)	1,365.33	6,722.71
620	Recreation Leader II (Alcala,M)	A	849.33	10,192.00	6,362.02	0.00	0	0.00	0.00	111.24	0.00	0.00	6,473.26	485.48	(242.74)	242.74	6,716.00
621	Recreation Leader II (Shepherd,D)	A	808.60	9,703.20	6,402.71	0.00	0	0.00	0.00	0.00	0.00	0.00	6,402.71	480.22	(240.11)	240.11	6,642.82
622	Police Records Technician (Mata,H)	A	3,507.00	42,084.00	4,855.85	0.00	0	32.36	0.00	0.00	0.00	424.15	5,312.36	1,933.69	(700.97)	1,232.72	6,545.08
623	Sr. Lifeguard (Breiteller,T)	T	1,196.87	14,362.40	5,688.04	0.00	0	0.00	0.00	0.00	573.97	0.00	6,262.01	469.66	(234.83)	234.83	6,496.84
624	Recreation Leader II (Potter,L)	T	849.33	10,192.00	5,848.15	0.00	0	0.00	0.00	0.00	384.55	0.00	6,232.70	467.48	(233.74)	233.74	6,466.44

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					Base Pay	Overtime		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
						Pay	Hours										
625	Recreation Leader II (Gonzalez,D)	A	936.87	11,242.40	5,911.67	0.00	0	0.00	0.00	0.00	102.90	0.00	6,014.57	451.12	(225.56)	225.56	6,240.13
626	Instructor Guard (Gamboa,S)	A	1,111.93	13,343.20	5,461.09	0.00	0	0.00	0.00	0.00	552.32	0.00	6,013.41	450.98	(225.49)	225.49	6,238.90
627	Recreation Leader II (Braendle,A)	A	808.60	9,703.20	5,856.97	0.00	0	0.00	0.00	0.00	0.00	0.00	5,856.97	439.30	(219.65)	219.65	6,076.62
628	Police Recruit (Escobedo,N)	T	2,301.87	27,622.40	4,594.88	0.00	0	0.00	0.00	0.00	0.00	0.00	4,594.88	1,678.64	(310.15)	1,368.49	5,963.37
629	Community Services Specialist (Colon,O)	T	5,154.00	61,848.00	2,616.66	431.15	15	130.83	0.00	0.00	1,269.37	848.30	5,296.31	1,043.82	(380.55)	663.27	5,959.58
630	Intern (Na,D)	T	944.67	11,336.00	5,572.63	0.00	0	0.00	0.00	0.00	149.77	0.00	5,722.40	429.22	(214.61)	214.61	5,937.01
631	Intern (Hamilton,H)	A	1,265.33	15,184.00	5,635.60	0.00	0	0.00	0.00	0.00	0.00	0.00	5,635.60	422.72	(211.36)	211.36	5,846.96
632	Recreation Leader II (Picco,K)	A	849.33	10,192.00	5,603.97	0.00	0	0.00	0.00	0.00	0.00	0.00	5,603.97	420.36	(210.18)	210.18	5,814.15
633	Recreation Leader IV (Berkwitz,A)	T	1,096.33	13,156.00	3,943.64	0.00	0	0.00	0.00	0.00	476.27	0.00	4,419.91	1,440.74	(266.21)	1,174.53	5,594.44
634	Office Specialist I (Stevi,M)	A	1,590.33	19,084.00	5,383.87	0.00	0	0.00	0.00	0.00	0.00	0.00	5,383.87	403.80	(201.90)	201.90	5,585.77
635	Video Production Aide (Sanchez,A)	A	1,042.60	12,511.20	5,302.26	0.00	0	0.00	0.00	0.00	0.00	0.00	5,302.26	397.66	(198.83)	198.83	5,501.09
636	Intern (Chen,N)	A	944.67	11,336.00	5,275.60	0.00	0	0.00	0.00	0.00	0.00	0.00	5,275.60	395.70	(197.85)	197.85	5,473.45
637	Recreation Leader II (Lawson,J)	A	936.87	11,242.40	4,164.92	0.00	0	0.00	0.00	0.00	0.00	0.00	4,164.92	1,591.29	(291.57)	1,299.72	5,464.64
638	Intern (Ma,A)	A	944.67	11,336.00	5,248.35	0.00	0	0.00	0.00	0.00	0.00	0.00	5,248.35	393.66	(196.83)	196.83	5,445.18
639	Office Specialist (Figueroa,A)	T	1,384.93	16,619.20	4,913.85	0.00	0	0.00	0.00	0.00	231.88	0.00	5,145.73	385.94	(192.97)	192.97	5,338.70
640	Intern (Tseng,V)	T	944.67	11,336.00	5,063.05	0.00	0	0.00	0.00	0.00	44.15	0.00	5,107.20	383.10	(191.55)	191.55	5,298.75
641	Instructor Guard (Tfaye,N)	A	1,111.93	13,343.20	5,072.04	0.00	0	0.00	0.00	27.30	0.00	0.00	5,099.34	382.40	(191.20)	191.20	5,290.54
642	Recreation Leader II (Langston,M)	T	849.33	10,192.00	4,926.95	0.00	0	0.00	0.00	0.00	105.35	0.00	5,032.30	377.42	(188.71)	188.71	5,221.01
643	Recreation Leader II (Harvey,R)	A	1,032.20	12,386.40	3,870.81	0.00	0	0.00	0.00	0.00	1,094.65	0.00	4,965.46	372.42	(186.21)	186.21	5,151.67
644	Sr. Lifeguard (Galanos,C)	A	1,196.87	14,362.40	4,616.01	0.00	0	0.00	0.00	196.36	131.20	0.00	4,943.57	370.78	(185.39)	185.39	5,128.96
645	Police Records Technician (Taylor,L)	A	3,507.00	42,084.00	3,237.24	0.00	0	141.64	0.00	0.00	323.72	424.15	4,126.75	1,464.68	(530.96)	933.72	5,060.47
646	Recreation Leader II (Cueto,J)	A	849.33	10,192.00	4,841.20	0.00	0	0.00	0.00	0.00	0.00	0.00	4,841.20	363.10	(181.55)	181.55	5,022.75
647	Recreation Leader II (Medrano,A)	T	849.33	10,192.00	4,502.44	0.00	0	0.00	0.00	0.00	190.81	0.00	4,693.25	352.02	(176.01)	176.01	4,869.26
648	Management Analyst (Angel,K)	A	2,778.53	33,342.40	3,638.81	0.00	0	0.00	0.00	0.00	0.00	0.00	3,638.81	1,439.44	(245.62)	1,193.82	4,832.63
649	Lifeguard (Swift,H)	A	964.60	11,575.20	4,432.79	0.00	0	0.00	0.00	179.66	0.00	0.00	4,612.45	345.94	(172.97)	172.97	4,785.42
650	Intern (Moy,B)	T	944.67	11,336.00	4,578.00	0.00	0	0.00	0.00	0.00	0.00	0.00	4,578.00	343.38	(171.69)	171.69	4,749.69

City of Costa Mesa 2015 Compensation and Benefits Report

Row	Job Title / Name	2015 Status	Monthly Salary Rate as of End of Year	Annual Salary Rate as of End of Year	PAY CATEGORIES with Overtime Hours								PENSION			Total (Total Pay + ER Pension Cost)	
					Base Pay	Overtime		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
						Pay	Hours										
651	Recreation Leader II (Mejia,M)	T	936.87	11,242.40	3,029.21	0.00	0	0.00	0.00	87.23	510.20	0.00	3,626.64	1,151.79	(217.25)	934.54	4,561.18
652	Video Production Aide (Vido,M)	A	1,042.60	12,511.20	4,360.96	0.00	0	0.00	0.00	0.00	0.00	0.00	4,360.96	327.08	(163.54)	163.54	4,524.50
653	Police Recruit (Jeong,J)	A	2,301.87	27,622.40	3,187.20	0.00	0.00	0.00	0.00	0.00	0.00	207.28	3,394.48	1,260.78	(215.13)	1,045.65	4,440.13
654	Lifeguard (Silva,J)	A	918.67	11,024.00	4,217.65	0.00	0.00	0.00	0.00	13.25	0.00	0.00	4,230.90	317.28	(158.64)	158.64	4,389.54
655	Recreation Leader III (Mora,D)	A	979.33	11,752.00	4,203.54	0.00	0	0.00	0.00	0.00	0.00	0.00	4,203.54	315.28	(157.64)	157.64	4,361.18
656	Recreation Leader III (Sauer,D)	T	932.53	11,190.40	4,134.53	0.00	0	0.00	0.00	0.00	0.00	0.00	4,134.53	310.08	(155.04)	155.04	4,289.57
657	Recreation Leader II (Esperanza,A)	T	808.60	9,703.20	4,081.93	0.00	0	0.00	0.00	0.00	49.26	0.00	4,131.19	309.84	(154.92)	154.92	4,286.11
658	Instructor Guard (Crandal,S)	A	1,008.80	12,105.60	4,056.09	0.00	0	0.00	0.00	69.94	0.00	0.00	4,126.03	309.44	(154.72)	154.72	4,280.75
659	Instructor Guard (Fisher JR,T)	A	1,008.80	12,105.60	4,100.22	0.00	0	0.00	0.00	0.00	0.00	0.00	4,100.22	307.52	(153.76)	153.76	4,253.98
660	Recreation Leader III (Wong,L)	T	1,079.87	12,958.40	4,016.74	0.00	0	0.00	0.00	0.00	74.76	0.00	4,091.50	306.84	(153.42)	153.42	4,244.92
661	Sr. Lifeguard (Hambly,C)	A	1,256.67	15,080.00	4,057.26	0.00	0	0.00	0.00	0.00	0.00	0.00	4,057.26	304.30	(152.15)	152.15	4,209.41
662	Intern (Aye,J)	T	944.67	11,336.00	3,945.80	0.00	0	0.00	0.00	0.00	0.00	0.00	3,945.80	295.94	(147.97)	147.97	4,093.77
663	Police Sergeant - Temp (May,S)	T	5,229.50	62,754.00	3,922.12	0.00	0	0.00	0.00	0.00	0.00	0.00	3,922.12	0.00	0.00	0.00	3,922.12
664	Intern (Yang,W)	T	1,265.33	15,184.00	3,748.55	0.00	0	0.00	0.00	0.00	0.00	0.00	3,748.55	281.16	(140.58)	140.58	3,889.13
665	Recreation Leader II (Ramirez,J)	A	849.33	10,192.00	3,726.45	0.00	0	0.00	0.00	0.00	0.00	0.00	3,726.45	279.52	(139.76)	139.76	3,866.21
666	Recreation Leader III (McCourt,M)	T	979.33	11,752.00	3,709.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,709.65	278.20	(139.10)	139.10	3,848.75
667	Recreation Leader I (Ozonur,S)	T	802.53	9,630.40	3,680.91	0.00	0	0.00	0.00	0.00	27.78	0.00	3,708.69	278.16	(139.08)	139.08	3,847.77
668	Recreation Leader III (Lewis,S)	A	979.33	11,752.00	3,678.17	0.00	0	0.00	0.00	0.00	0.00	0.00	3,678.17	275.88	(137.94)	137.94	3,816.11
669	Recreation Leader II (Tasher,T)	T	849.33	10,192.00	3,441.32	0.00	0	0.00	0.00	18.10	136.61	0.00	3,596.03	269.70	(134.85)	134.85	3,730.88
670	Recreation Leader II (Knox,T)	T	849.33	10,192.00	3,589.25	0.00	0	0.00	0.00	0.00	0.00	0.00	3,589.25	269.24	(134.62)	134.62	3,723.87
671	Recreation Leader II (Nava Perez,N)	T	849.33	10,192.00	3,351.60	0.00	0	0.00	0.00	0.00	177.09	0.00	3,528.69	264.68	(132.34)	132.34	3,661.03
672	Recreation Leader II (Torrejon,J)	A	891.80	10,701.60	3,503.78	0.00	0	0.00	0.00	0.00	0.00	0.00	3,503.78	262.80	(131.40)	131.40	3,635.18
673	Custody Officer (Diaz,F)	T	2,524.60	30,295.20	2,184.76	0.00	0	0.00	0.00	0.00	671.74	0.00	2,856.50	798.16	(147.47)	650.69	3,507.19
674	Instructor Guard (Yaghoubi,A)	T	960.27	11,523.20	3,362.40	0.00	0	0.00	0.00	0.00	0.00	0.00	3,362.40	252.18	(126.09)	126.09	3,488.49
675	Recreation Leader III (Ramirez,D)	A	1,133.60	13,603.20	3,188.25	0.00	0	0.00	0.00	0.00	0.00	0.00	3,188.25	239.14	(119.57)	119.57	3,307.82
676	Recreation Leader III (Pilman,R)	T	1,133.60	13,603.20	3,113.04	0.00	0	0.00	0.00	0.00	0.00	0.00	3,113.04	233.50	(116.75)	116.75	3,229.79

City of Costa Mesa 2015 Compensation and Benefits Report

Row	Job Title / Name	2015 Status	Monthly Salary Rate as of End of Year	Annual Salary Rate as of End of Year	PAY CATEGORIES with Overtime Hours								PENSION			Total (Total Pay + ER Pension Cost)	
					Base Pay	Overtime		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
						Pay	Hours										
677	Recreation Leader III (Jones,K)	T	1,133.60	13,603.20	2,838.36	0.00	0	0.00	0.00	0.00	243.42	0.00	3,081.78	231.12	(115.56)	115.56	3,197.34
678	Intern (Prieto,M)	A	944.67	11,336.00	2,872.15	0.00	0	0.00	0.00	0.00	0.00	0.00	2,872.15	215.44	(107.72)	107.72	2,979.87
679	Recreation Leader III (Cutrell,L)	A	1,249.73	14,996.80	2,289.19	0.00	0	0.00	0.00	0.00	0.00	0.00	2,289.19	904.63	(239.64)	664.99	2,954.18
680	Sr. Lifeguard (Frogozo,N)	A	1,385.80	16,629.60	2,818.25	0.00	0	0.00	0.00	0.00	0.00	0.00	2,818.25	211.40	(105.70)	105.70	2,923.95
681	Recreation Leader I (Vondette,M)	A	802.53	9,630.40	2,815.10	0.00	0	0.00	0.00	0.00	0.00	0.00	2,815.10	211.14	(105.57)	105.57	2,920.67
682	Maintenance Worker (Wheat,C)	A	2,005.47	24,065.60	2,811.51	0.00	0	0.00	0.00	0.00	0.00	0.00	2,811.51	210.86	(105.43)	105.43	2,916.94
683	Police Recruit (Teager,G)	T	2,301.87	27,622.40	2,204.48	0.00	0	0.00	0.00	0.00	0.00	0.00	2,204.48	805.36	(148.80)	656.56	2,861.04
684	Administrative Secretary (Hall,S)	A	4,126.00	49,512.00	1,904.30	0.00	0	0.00	0.00	0.00	0.00	424.15	2,328.45	753.30	(273.08)	480.22	2,808.67
685	Recreation Leader II (Hurley,D)	A	808.60	9,703.20	2,654.43	0.00	0	0.00	0.00	0.00	0.00	0.00	2,654.43	199.10	(99.55)	99.55	2,753.98
686	Recreation Leader III (Lebowitz,C)	A	1,079.87	12,958.40	2,613.51	0.00	0	0.00	0.00	0.00	0.00	0.00	2,613.51	196.02	(98.01)	98.01	2,711.52
687	Temp Sr Ctr Program Admin (Espinoza,E)	T	3,709.33	44,512.00	2,696.40	0.00	0	0.00	0.00	0.00	0.00	0.00	2,696.40	0.00	0.00	0.00	2,696.40
688	Recreation Leader II (Ramos Mita,J)	A	808.60	9,703.20	2,577.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,577.45	193.30	(96.65)	96.65	2,674.10
689	Intern (Hang,V)	A	944.67	11,336.00	2,561.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,561.50	192.12	(96.06)	96.06	2,657.56
690	Recreation Leader II (Plambeck,K)	A	891.80	10,701.60	2,523.64	0.00	0	0.00	0.00	0.00	0.00	0.00	2,523.64	189.26	(94.63)	94.63	2,618.27
691	Recreation Leader II (Pojar,C)	T	849.33	10,192.00	2,521.05	0.00	0	0.00	0.00	0.00	0.00	0.00	2,521.05	189.10	(94.55)	94.55	2,615.60
692	Intern (Russell,L)	T	944.67	11,336.00	2,468.85	0.00	0	0.00	0.00	0.00	40.33	0.00	2,509.18	188.18	(94.09)	94.09	2,603.27
693	General Aide II (Soto Perez,R)	A	1,078.13	12,937.60	2,488.00	0.00	0	0.00	0.00	0.00	0.00	0.00	2,488.00	186.60	(93.30)	93.30	2,581.30
694	Recreation Leader II (delorm,D)	A	936.87	11,242.40	2,345.74	0.00	0	0.00	0.00	4.81	0.00	0.00	2,350.55	176.24	(88.12)	88.12	2,438.67
695	Recreation Leader II (Pearson,N)	T	849.33	10,192.00	2,128.50	0.00	0	0.00	0.00	72.03	138.75	0.00	2,339.28	175.48	(87.74)	87.74	2,427.02
696	Recreation Leader III (Nguyen,V)	A	1,079.87	12,958.40	2,245.96	0.00	0	0.00	0.00	0.00	0.00	0.00	2,245.96	168.42	(84.21)	84.21	2,330.17
697	Intern (Becerra,B)	T	1,092.87	13,114.40	2,206.76	0.00	0	0.00	0.00	0.00	0.00	0.00	2,206.76	165.50	(82.75)	82.75	2,289.51
698	Recreation Leader II (Conti,M)	A	936.87	11,242.40	2,175.53	0.00	0	0.00	0.00	0.00	0.00	0.00	2,175.53	163.18	(81.59)	81.59	2,257.12
699	Intern (Gair,C)	T	1,040.87	12,490.40	2,053.71	0.00	0	0.00	0.00	0.00	15.13	0.00	2,068.84	155.18	(77.59)	77.59	2,146.43
700	Police Trainee (Adams,B)	A	1,734.20	20,810.40	1,600.80	0.00	0	0.00	0.00	0.00	0.00	0.00	1,600.80	633.25	(108.05)	525.20	2,126.00
701	Recreation Leader III (Lund,E)	T	1,249.73	14,996.80	1,412.99	0.00	0.00	0.00	0.00	0.00	235.62	0.00	1,648.61	544.47	(147.90)	396.57	2,045.18
702	Recreation Leader II (Harr,K)	A	891.80	10,701.60	1,970.56	0.00	0	0.00	0.00	0.00	0.00	0.00	1,970.56	147.78	(73.89)	73.89	2,044.45

City of Costa Mesa 2015 Compensation and Benefits Report

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					Base Pay	Overtime		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
						Pay	Hours										
703	Intern (Davedi French,J)	A	944.67	11,336.00	1,909.72	0.00	0	0.00	0.00	0.00	0.00	0.00	1,909.72	143.24	(71.62)	71.62	1,981.34
704	Code Enforcement Officer (Thompson-Gracia,B)	T	2,344.33	28,132.00	1,163.15	0.00	0	0.00	0.00	0.00	467.97	0.00	1,631.12	424.94	(78.52)	346.42	1,977.54
705	Lifeguard (Garcia,D)	T	918.67	11,024.00	1,823.20	0.00	0	0.00	0.00	0.00	62.01	0.00	1,885.21	141.38	(70.69)	70.69	1,955.90
706	Recreation Leader II (Verduzco,D)	A	891.80	10,701.60	1,852.22	0.00	0	0.00	0.00	0.00	0.00	0.00	1,852.22	138.90	(69.45)	69.45	1,921.67
707	Intern (Bitar,P)	T	1,092.87	13,114.40	1,790.64	0.00	0	0.00	0.00	0.00	0.00	0.00	1,790.64	134.30	(67.15)	67.15	1,857.79
708	Recreation Leader II (Kieler,N)	T	891.80	10,701.60	1,485.80	0.00	0	0.00	0.00	101.79	196.23	0.00	1,783.82	133.78	(66.89)	66.89	1,850.71
709	Senior Maintenance Worker (Loving,J)	T	2,429.27	29,151.20	1,849.98	0.00	0	0.00	0.00	0.00	0.00	0.00	1,849.98	0.00	0.00	0.00	1,849.98
710	Recreation Leader II (Vera,V)	T	891.80	10,701.60	1,746.74	0.00	0	0.00	0.00	0.00	0.00	0.00	1,746.74	131.02	(65.51)	65.51	1,812.25
711	Recreation Leader II (Lopez,E)	A	808.60	9,703.20	1,691.09	0.00	0	0.00	0.00	0.00	0.00	0.00	1,691.09	126.82	(63.41)	63.41	1,754.50
712	Recreation Leader II (Elder,K)	T	849.33	10,192.00	1,457.75	0.00	0	0.00	0.00	0.00	180.52	0.00	1,638.27	122.90	(61.45)	61.45	1,699.72
713	Recreation Leader III (Benson,D)	T	932.53	11,190.40	1,619.38	0.00	0	0.00	0.00	0.00	0.00	0.00	1,619.38	121.46	(60.73)	60.73	1,680.11
714	Video Production Aide (Gibson,D)	A	1,330.33	15,964.00	1,588.73	0.00	0	0.00	0.00	0.00	0.00	0.00	1,588.73	119.16	(59.58)	59.58	1,648.31
715	Recreation Leader II (Koskoff,D)	A	891.80	10,701.60	1,587.25	0.00	0	0.00	0.00	0.00	0.00	0.00	1,587.25	119.02	(59.51)	59.51	1,646.76
716	Recreation Leader II (Ewer,M)	A	891.80	10,701.60	1,535.80	0.00	0	0.00	0.00	0.00	0.00	0.00	1,535.80	115.20	(57.60)	57.60	1,593.40
717	Intern (Lay,S)	T	944.67	11,336.00	1,534.18	0.00	0	0.00	0.00	0.00	0.00	0.00	1,534.18	115.06	(57.53)	57.53	1,591.71
718	Police Aide (Morton,K)	A	930.80	11,169.60	1,514.34	0.00	0	0.00	0.00	0.00	0.00	0.00	1,514.34	113.58	(56.79)	56.79	1,571.13
719	Recreation Leader II (Torres,A)	A	849.33	10,192.00	1,484.70	0.00	0	0.00	0.00	0.00	0.00	0.00	1,484.70	111.36	(55.68)	55.68	1,540.38
720	Recreation Leader II (Guillen,E)	A	849.33	10,192.00	1,428.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,428.35	107.16	(53.58)	53.58	1,481.93
721	Recreation Leader I (Rios,F)	A	842.40	10,108.80	1,404.54	0.00	0	0.00	0.00	0.00	0.00	0.00	1,404.54	105.34	(52.67)	52.67	1,457.21
722	Management Analyst (Manumaleuna,M)	A	4,825.60	57,907.20	1,095.04	0.00	0	0.00	0.00	0.00	0.00	0.00	1,095.04	433.18	(73.92)	359.26	1,454.30
723	Recreation Leader II (Verdin,M)	T	891.80	10,701.60	1,360.86	0.00	0	0.00	0.00	0.00	0.00	0.00	1,360.86	102.06	(51.03)	51.03	1,411.89
724	Instructor Guard (Tfaye,A)	A	1,059.07	12,708.80	1,338.60	0.00	0	0.00	0.00	20.74	0.00	0.00	1,359.34	101.96	(50.98)	50.98	1,410.32
725	Instructor Guard (Hoffman,E)	T	1,111.93	13,343.20	429.22	0.00	0	0.00	0.00	236.68	673.58	0.00	1,339.48	100.46	(50.23)	50.23	1,389.71
726	Recreation Leader II (Guild,C)	A	849.33	10,192.00	1,327.90	0.00	0	0.00	0.00	0.00	0.00	0.00	1,327.90	99.60	(49.80)	49.80	1,377.70
727	Intern (Cervantes Franco,K)	A	1,040.87	12,490.40	1,279.07	0.00	0	0.00	0.00	0.00	0.00	0.00	1,279.07	95.94	(47.97)	47.97	1,327.04
728	Police Aide (Hagan,J)	A	930.80	11,169.60	1,245.84	0.00	0	0.00	0.00	0.00	0.00	0.00	1,245.84	93.42	(46.71)	46.71	1,292.55

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					Base Pay	Overtime		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
						Pay	Hours										
729	Recreation Leader II (Granados Valdez,A)	A	983.67	11,804.00	1,234.32	0.00	0	0.00	0.00	0.00	0.00	0.00	1,234.32	92.58	(46.29)	46.29	1,280.61
730	Recreation Leader II (Sierra,E)	A	808.60	9,703.20	1,215.26	0.00	0	0.00	0.00	0.00	0.00	0.00	1,215.26	91.16	(45.58)	45.58	1,260.84
731	Recreation Leader III (Nguyen,D)	A	1,249.73	14,996.80	962.54	0.00	0	0.00	0.00	0.00	0.00	0.00	962.54	378.29	(100.75)	277.54	1,240.08
732	Recreation Leader II (Gray,H)	A	849.33	10,192.00	1,180.90	0.00	0	0.00	0.00	0.00	0.00	0.00	1,180.90	88.58	(44.29)	44.29	1,225.19
733	Lifeguard (Hong,J)	A	874.47	10,493.60	1,109.91	0.00	0	0.00	0.00	0.00	0.00	0.00	1,109.91	83.26	(41.63)	41.63	1,151.54
734	Sr. Lifeguard (Friedmann,M)	T	1,256.67	15,080.00	0.00	0.00	0	0.00	0.00	0.00	1,087.21	0.00	1,087.21	81.54	(40.77)	40.77	1,127.98
735	Recreation Leader II (Garibay,J)	A	849.33	10,192.00	1,065.75	0.00	0	0.00	0.00	0.00	0.00	0.00	1,065.75	79.94	(39.97)	39.97	1,105.72
736	Recreation Leader II (Godinez,K)	A	849.33	10,192.00	1,046.15	0.00	0	0.00	0.00	0.00	0.00	0.00	1,046.15	78.46	(39.23)	39.23	1,085.38
737	Instructor Guard (Zito,S)	T	1,167.40	14,008.80	880.91	0.00	0.00	0.00	0.00	8.00	150.68	0.00	1,039.59	77.98	(38.99)	38.99	1,078.58
738	Recreation Leader II (Musto,A)	A	936.87	11,242.40	1,029.68	0.00	0	0.00	0.00	0.00	0.00	0.00	1,029.68	77.24	(38.62)	38.62	1,068.30
739	Recreation Leader II (Martinez,E)	A	849.33	10,192.00	1,019.20	0.00	0	0.00	0.00	0.00	0.00	0.00	1,019.20	76.44	(38.22)	38.22	1,057.42
740	Recreation Leader II (Rodriguez,L)	A	936.87	11,242.40	983.72	0.00	0	0.00	0.00	0.00	0.00	0.00	983.72	73.78	(36.89)	36.89	1,020.61
741	Recreation Leader II (Garcia Zambrano,L)	A	849.33	10,192.00	945.70	0.00	0	0.00	0.00	0.00	0.00	0.00	945.70	70.94	(35.47)	35.47	981.17
742	Recreation Leader II (Shepherd,C)	A	849.33	10,192.00	850.15	0.00	0	0.00	0.00	0.00	0.00	0.00	850.15	63.76	(31.88)	31.88	882.03
743	Recreation Leader II (Romana,J)	A	849.33	10,192.00	823.20	0.00	0	0.00	0.00	0.00	0.00	0.00	823.20	61.76	(30.88)	30.88	854.08
744	Recreation Leader IV (Rosales,E)	A	1,269.67	15,236.00	821.45	0.00	0	0.00	0.00	0.00	0.00	0.00	821.45	61.60	(30.80)	30.80	852.25
745	Recreation Leader I (Gutierrez,A)	A	802.53	9,630.40	812.58	0.00	0	0.00	0.00	0.00	0.00	0.00	812.58	60.94	(30.47)	30.47	843.05
746	Recreation Leader II (Sanford,A)	A	936.87	11,242.40	783.73	0.00	0	0.00	0.00	0.00	0.00	0.00	783.73	58.78	(29.39)	29.39	813.12
747	HR Office Specialist II (Tafuya,K)	A	2,015.00	24,180.00	778.88	0.00	0	0.00	0.00	0.00	0.00	0.00	778.88	58.42	(29.21)	29.21	808.09
748	Police Reserve Officer (Gilman,J)	T	3,293.33	39,520.00	760.00	0.00	0	0.00	0.00	0.00	0.00	0.00	760.00	0.00	0.00	0.00	760.00
749	Recreation Leader II (Emberland,S)	T	849.33	10,192.00	673.75	0.00	0	0.00	0.00	0.00	12.84	0.00	686.59	51.50	(25.75)	25.75	712.34
750	Intern (Garand,K)	A	520.43	6,245.20	672.56	0.00	0	0.00	0.00	0.00	0.00	0.00	672.56	50.44	(25.22)	25.22	697.78
751	Recreation Leader II (Raya,D)	A	891.80	10,701.60	643.14	0.00	0	0.00	0.00	0.00	0.00	0.00	643.14	48.24	(24.12)	24.12	667.26
752	Recreation Leader II (Alvarez,M)	T	849.33	10,192.00	624.75	0.00	0	0.00	0.00	0.00	0.00	0.00	624.75	46.86	(23.43)	23.43	648.18
753	Recreation Leader II (Dayton,K)	T	891.80	10,701.60	565.95	0.00	0	0.00	0.00	0.00	0.00	0.00	565.95	42.44	(21.22)	21.22	587.17
754	Recreation Leader III (Du,V)	A	1,027.87	12,334.40	462.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	462.54	34.70	(17.35)	17.35	479.89

City of Costa Mesa 2015 Compensation and Benefits Report

Row	Job Title / Name	2015 Status	Monthly Salary Rate as of End of Year	Annual Salary Rate as of End of Year	PAY CATEGORIES with Overtime Hours								PENSION			Total (Total Pay + ER Pension Cost)	
					Base Pay	Overtime		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
						Pay	Hours										
755	Recreation Leader II (Rodriguez,C)	T	891.80	10,701.60	391.02	0.00	0	0.00	0.00	0.00	0.00	0.00	391.02	29.34	(14.67)	14.67	405.69
756	Recreation Leader II (Carrillo,B)	A	891.80	10,701.60	373.02	0.00	0	0.00	0.00	0.00	0.00	0.00	373.02	27.98	(13.99)	13.99	387.01
757	Police Recruit (Dominick,I)	T	2,301.87	27,622.40	265.60	0.00	0	0.00	0.00	0.00	0.00	0.00	265.60	97.03	(17.93)	79.10	344.70
758	Instructor Guard (Bowe,A)	T	1,059.07	12,708.80	18.33	0.00	0	0.00	0.00	0.00	291.57	0.00	309.90	23.24	(11.62)	11.62	321.52
759	Recreation Leader III (Morales,A)	A	932.53	11,190.40	293.21	0.00	0	0.00	0.00	0.00	0.00	0.00	293.21	22.00	(11.00)	11.00	304.21
760	Recreation Leader II (Mena,J)	T	849.33	10,192.00	156.80	0.00	0	0.00	0.00	0.00	85.75	0.00	242.55	18.20	(9.10)	9.10	251.65
761	Recreation Leader III (Margarit,C)	T	1,133.60	13,603.20	0.00	0.00	0	0.00	0.00	0.00	234.00	0.00	234.00	17.56	(8.78)	8.78	242.78
762	Recreation Leader II (Murphy,B)	T	808.60	9,703.20	181.94	0.00	0	0.00	0.00	0.00	0.00	0.00	181.94	13.64	(6.82)	6.82	188.76
763	Recreation Leader II (Arellano,O)	A	849.33	10,192.00	132.30	0.00	0	0.00	0.00	0.00	0.00	0.00	132.30	9.92	(4.96)	4.96	137.26
764	Recreation Leader II (Bravo,P)	A	849.33	10,192.00	129.85	0.00	0	0.00	0.00	0.00	0.00	0.00	129.85	9.74	(4.87)	4.87	134.72
765	Recreation Leader II (Fowler,T)	T	983.67	11,804.00	107.83	0.00	0	0.00	0.00	0.00	0.00	0.00	107.83	8.08	(4.04)	4.04	111.87
766	Recreation Leader II (Sapia,J)	A	849.33	10,192.00	34.30	0.00	0	0.00	0.00	0.00	0.00	0.00	34.30	2.58	(1.29)	1.29	35.59