

**City of Costa Mesa 2020 Compensation and Benefits Report
Column Definitions**

Job Title	Employee's job title
Name	Employee's name
2020 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 2020 Compensation and Benefits Report

Row	Job Title / Name	2020 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	Hours	Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
1	Battalion Chief (Kershaw,W)	A	13,525.00	162,300.00	159,935.89	106,829.93	1,209	0	11,995.26	2,699.81	7,272.55	21,984.04	310,717.48	29,846.67	-30,570.55	60,417.22	340,564.15
2	Police Chief (Glass,B)	A	17,836.00	214,032.00	214,032.00	0	0	567.85	10,701.60	3,900.00	33,229.90	20,775.03	283,206.38	44,570.07	-27,794.73	72,364.80	327,776.45
3	Police Sergeant (Hoferitza,Z)	A	11,429.00	137,148.00	133,917.17	92,970.49	940	16,687.84	13,391.69	0	6,326.06	25,428.00	288,721.25	25,351.32	-22,091.27	47,442.59	314,072.57
4	Battalion Chief (Coates,C)	A	13,525.00	162,300.00	159,358.96	69,598.51	831	0	9,959.99	2,696.92	17,409.63	21,984.04	281,008.05	29,379.40	-30,146.86	59,526.26	310,387.45
5	City Manager (Farrell,L)	A	21,666.00	259,992.00	259,992.18	0	0	0	0	7,800.00	999.97	20,052.22	288,844.37	19,369.48	-25,999.22	45,368.70	308,213.85
6	Fire Division Chief (Pyle,J)	A	15,553.00	186,636.00	183,918.07	22,994.41	254	179.46	11,494.86	2,819.62	12,855.35	21,373.04	255,634.81	34,070.03	-34,673.48	68,743.51	289,704.84
7	Battalion Chief (Vasin,T)	A	13,525.00	162,300.00	159,935.90	60,824.49	718	0	7,996.91	1,699.79	7,693.00	21,984.04	260,134.13	29,194.73	-29,878.56	59,073.29	289,328.86
8	Fire Chief (Stefano,D)	A	18,325.00	219,900.00	214,662.00	0	0	0	10,732.80	900	6,575.00	20,794.54	253,664.34	32,355.05	-28,367.17	60,722.22	286,019.39
9	Police Captain (Davis,K)	R	16,083.00	192,996.00	189,844.61	0	0	0	9,492.08	3,622.29	13,653.54	25,428.00	242,040.52	37,138.08	-26,500.25	63,638.33	279,178.60
10	Fire Captain (Maldonado,E)	A	10,701.00	128,412.00	127,705.79	69,643.81	882	5,558.28	9,309.56	0	9,475.49	23,006.90	244,699.83	29,784.35	-21,277.65	51,062.00	274,484.18
11	Police Captain (Bakkila,V)	A	15,317.00	183,804.00	174,517.19	0	0	7,329.24	11,572.21	2,487.87	11,997.48	25,001.13	232,905.12	36,035.73	-25,606.02	61,641.75	268,940.85
12	Fire Captain (Turner,B)	A	10,701.00	128,412.00	128,411.92	72,069.08	921	0	9,630.92	0	5,926.71	22,919.15	238,957.78	29,108.66	-20,800.58	49,909.24	268,066.44
13	Police Officer (Torres,J)	A	9,375.00	112,500.00	112,013.20	48,980.56	603	26,551.69	11,201.27	0	16,871.78	25,428.00	241,046.50	23,915.33	-20,825.90	44,741.23	264,961.83
14	Fire Captain (Torres,C)	A	10,701.00	128,412.00	128,411.92	55,370.56	766	2,779.14	9,630.92	0	14,718.05	23,006.90	233,917.49	29,505.18	-21,078.29	50,583.47	263,422.67
15	Fire Captain (Pignone,R)	R	10,701.00	128,412.00	128,411.93	60,139.74	757	2,779.14	9,186.58	0	9,779.13	23,006.90	233,303.42	29,362.82	-20,979.46	50,342.28	262,666.24
16	Police Lieutenant (Everett,E)	A	14,116.00	169,392.00	163,872.05	0	0	0	16,387.23	900	18,506.30	25,428.00	225,093.58	33,650.16	-23,854.46	57,504.62	258,743.74
17	Fire Captain (Cerciello,N)	A	10,701.00	128,412.00	128,411.94	53,390.98	749	5,558.28	9,630.92	0	8,366.66	22,890.80	228,249.58	29,968.91	-21,419.92	51,388.83	258,218.49
18	Police Officer (Bao,K)	A	9,375.00	112,500.00	108,768.03	78,172.24	991	8,625.04	10,876.79	0	5,189.08	25,428.00	237,059.18	20,672.79	-18,019.68	38,692.47	257,731.97
19	Fire Captain (McDowell,F)	A	10,701.00	128,412.00	128,411.92	59,750.72	779	0	9,630.92	0	7,704.75	22,825.56	228,323.87	28,752.64	-20,541.16	49,293.80	257,076.51
20	Fire Engineer (Savage,S)	A	9,264.00	111,168.00	111,167.93	74,523.06	1,089	6,062.19	9,630.92	0	5,130.83	23,331.95	229,846.88	26,587.66	-18,996.35	45,584.01	256,434.54
21	Police Sergeant (Garcia,M)	A	11,429.00	137,148.00	133,851.17	34,583.66	377	9,252.14	13,385.10	0	11,997.25	25,428.00	228,497.32	26,230.47	-22,856.44	49,086.91	254,727.79
22	Police Lieutenant (Lapointe,J)	A	14,116.00	169,392.00	162,121.10	0	0	4,053.00	16,212.15	1,900.00	11,763.59	23,879.70	219,929.54	34,054.52	-24,097.31	58,151.83	253,984.06
23	Fire Engineer (Johnson,T)	A	9,264.00	111,168.00	111,167.94	81,438.08	1,058	2,779.14	3,852.16	0	5,130.83	23,269.86	227,638.01	24,790.89	-17,712.00	42,502.89	252,428.90
24	Fire Captain (Hurd,M)	A	10,701.00	128,412.00	128,411.92	52,734.28	774	2,779.14	9,630.92	0	5,926.71	23,006.90	222,489.87	29,436.81	-21,032.75	50,469.56	251,926.68
25	Police Sergeant (Brown,J)	A	11,429.00	137,148.00	132,598.36	34,979.32	423	9,220.79	13,259.80	0	10,942.26	25,428.00	226,428.53	24,978.42	-21,772.92	46,751.34	251,406.95
26	Fire Captain (Gagne,R)	A	10,701.00	128,412.00	128,411.92	49,522.18	681	0	9,630.92	0	13,088.18	21,281.00	221,934.20	28,910.97	-20,653.65	49,564.62	250,845.17

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					Base Pay	Overtime Pay	Hours	Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
53	Fire Engineer (Kearley,D)	A	9,264.00	111,168.00	111,167.95	51,545.92	802	1,442.07	9,630.92	0	9,406.52	20,757.95	203,951.33	25,680.77	-18,339.83	44,020.60	229,632.10
54	Fire Fighter (Blincoe,J)	A	9,125.00	109,500.00	109,500.05	50,077.54	636	5,558.28	9,630.92	0	5,053.85	23,613.00	203,433.64	25,844.65	-18,466.24	44,310.89	229,278.29
55	Fire Engineer (Baigle,D)	A	9,264.00	111,168.00	111,167.95	55,755.04	856	5,558.28	2,889.12	0	5,130.83	23,331.95	203,833.17	24,960.11	-17,831.35	42,791.46	228,793.28
56	Fire Fighter (Brean,C)	A	8,404.00	100,848.00	97,742.77	75,233.51	1,141	0	8,210.85	2,490.47	7,586.70	23,613.00	214,877.30	12,814.06	-16,176.19	28,990.25	227,691.36
57	Police Sergeant (Morales,J)	A	11,429.00	137,148.00	129,443.54	9,186.42	122	9,141.98	12,944.35	282.44	15,236.13	25,428.00	201,662.86	25,365.70	-22,184.19	47,549.89	227,028.56
58	Police Sergeant (Manson,M)	A	11,429.00	137,148.00	130,290.61	17,951.25	248	9,163.13	13,029.01	0	6,326.06	25,428.00	202,188.06	24,546.90	-21,409.46	45,956.36	226,734.96
59	Police Officer (Wilson,N)	A	9,375.00	112,500.00	106,874.98	58,345.77	758	15,470.96	5,343.82	0	5,189.08	14,921.34	206,145.95	19,495.26	-17,008.26	36,503.52	225,641.21
60	Police Sergeant (Kuo,J)	A	11,429.00	137,148.00	127,518.98	17,308.65	186	3,188.04	12,751.98	0	12,225.23	25,428.00	198,420.88	24,100.83	-21,000.69	45,101.52	222,521.71
61	Fire Captain (Hornor,J)	A	10,701.00	128,412.00	128,411.93	19,258.24	240	5,558.28	9,630.92	0	5,926.71	23,006.90	191,792.98	29,835.36	-21,316.45	51,151.81	221,628.34
62	Police Sergeant (Selinske,M)	A	11,429.00	137,148.00	133,653.40	5,802.40	69	9,247.18	13,365.30	0	6,326.06	25,428.00	193,822.34	25,175.71	-21,939.08	47,114.79	218,998.05
63	Police Sergeant (Chamness,J)	A	11,429.00	137,148.00	135,400.69	9,989.37	101	0	13,540.04	0	9,622.89	25,428.00	193,980.99	24,008.81	-20,913.61	44,922.42	217,989.80
64	Fire Engineer (Barnes,M)	A	9,264.00	111,168.00	111,167.95	44,808.00	624	5,558.28	3,599.96	0	5,130.83	21,138.95	191,403.97	25,360.38	-18,118.28	43,478.66	216,764.35
65	Police Sergeant (Diaz,C)	A	11,429.00	137,148.00	129,118.41	2,613.94	37	9,133.94	12,911.92	0	12,134.47	25,428.00	191,340.68	25,349.56	-22,079.42	47,428.98	216,690.24
66	Police Sergeant (Wadkins,B)	A	11,429.00	137,148.00	134,114.91	9,461.89	98	3,352.82	13,411.46	0	6,326.06	25,428.00	192,095.14	24,312.41	-21,184.96	45,497.37	216,407.55
67	Fire Captain (Airey,S)	A	10,701.00	128,412.00	128,411.92	14,629.77	195	5,558.28	9,630.92	0	5,926.71	22,400.75	186,558.35	29,698.87	-21,226.11	50,924.98	216,257.22
68	Fire Fighter (Serrato,J)	A	8,022.00	96,264.00	96,263.89	49,468.10	838	5,558.28	9,630.92	0	8,145.41	23,613.00	192,679.60	23,219.18	-16,591.73	39,810.91	215,898.78
69	Police Lieutenant (Selinske,S)	A	13,444.00	161,328.00	150,591.31	0	0	3,764.74	15,059.08	2,232.30	0	13,730.76	185,378.19	30,265.15	-21,580.44	51,845.59	215,643.34
70	Fire Engineer (Geiger JR,M)	A	9,264.00	111,168.00	111,167.94	37,800.74	524	2,779.14	6,099.34	0	9,406.52	22,833.65	190,087.33	25,234.17	-18,024.41	43,258.58	215,321.50
71	Police Sergeant (Souza Jr,J)	A	11,429.00	137,148.00	131,873.04	6,774.97	91	0	13,187.27	0	12,655.97	25,428.00	189,919.25	24,381.61	-21,256.57	45,638.18	214,300.86
72	Fire Engineer (Kim,P)	A	9,264.00	111,168.00	111,167.94	40,366.43	573	2,779.14	6,210.36	0	5,130.83	23,331.95	188,986.65	25,197.57	-18,004.07	43,201.64	214,184.22
73	Police Sergeant (Wesse,P)	A	11,429.00	137,148.00	133,719.31	7,516.75	81	3,342.95	13,371.90	0	6,326.06	25,428.00	189,704.97	24,238.52	-21,122.65	45,361.17	213,943.49
74	Police Officer (Rocado,E)	A	9,375.00	112,500.00	109,741.63	26,854.00	338	14,673.21	10,974.11	0	5,189.08	25,428.00	192,860.03	20,795.14	-18,121.96	38,917.10	213,655.17
75	Fire Captain (DeFlutter,D)	A	10,701.00	128,412.00	128,411.94	15,729.81	227	0	9,630.92	0	5,926.71	23,006.90	182,706.28	28,579.10	-20,418.20	48,997.30	211,285.38
76	Police Sergeant (Barnes,J)	A	10,885.00	130,620.00	124,108.15	16,250.56	195	3,102.77	12,410.89	0	5,960.44	25,428.00	187,260.81	22,498.19	-19,608.94	42,107.13	209,759.00
77	Fire Fighter (Davis,A)	A	9,125.00	109,500.00	109,500.06	31,095.39	440	5,975.66	9,630.92	0	5,053.85	21,889.50	183,145.38	26,125.56	-18,666.40	44,791.96	209,270.94
78	Fire Engineer (Viello,A)	A	9,264.00	111,168.00	111,167.95	28,165.40	432	5,558.28	9,630.92	0	5,130.83	23,331.95	182,985.33	26,250.37	-18,758.42	45,008.79	209,235.70

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					Base Pay	Overtime Pay	Hours	Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
79	Fire Engineer (Brock,J)	A	9,264.00	111,168.00	111,167.94	35,335.19	606	0	9,099.48	0	5,130.83	23,331.95	184,065.39	25,147.08	-17,965.86	43,112.94	209,212.47
80	Police Officer (Sepulveda,A)	A	9,375.00	112,500.00	112,500.00	14,407.30	170	12,244.10	11,249.94	0	10,382.47	25,428.00	186,211.81	22,768.38	-19,827.96	42,596.34	208,980.19
81	Acting Econ & Develop Svcs Dir (Le,J)	A	15,087.00	181,044.00	167,087.11	0	0	0	0	900	1,218.18	26,040.04	195,245.33	12,491.76	-16,708.64	29,200.40	207,737.09
82	Information Technology Direct (Ely,S)	A	13,553.00	162,636.00	162,636.08	0	0	0	0	9,699.44	0	22,388.74	194,724.26	13,007.89	-13,639.38	26,647.27	207,732.15
83	Police Officer (Chawla,V)	A	8,928.00	107,136.00	101,176.64	34,309.28	518	8,435.34	978.65	1,833.26	13,589.48	25,428.00	185,750.65	21,962.20	-16,358.93	38,321.13	207,712.85
84	Police Officer (Nguyen,F)	A	9,375.00	112,500.00	107,415.85	29,616.99	406	8,158.56	10,741.57	757.19	5,189.08	25,428.00	187,307.24	20,246.67	-17,852.16	38,098.83	207,553.91
85	Fire Fighter (Pregizer,C)	A	9,125.00	109,500.00	108,669.17	30,004.24	439	5,558.28	8,988.72	0	4,998.46	23,613.00	181,831.87	25,652.44	-18,328.08	43,980.52	207,484.31
86	Fire Fighter (Palombo,T)	A	9,125.00	109,500.00	109,500.05	30,803.30	434	2,779.14	10,130.92	0	5,053.85	23,613.00	181,880.26	25,454.76	-18,181.83	43,636.59	207,335.02
87	Police Officer (Lopez,A)	A	9,375.00	112,500.00	109,471.10	18,522.93	247	10,359.87	10,947.07	0	10,381.93	25,428.00	185,110.90	21,912.52	-19,097.72	41,010.24	207,023.42
88	Police Officer (Hanson,R)	A	9,375.00	112,500.00	111,310.09	15,882.86	194	10,009.98	11,130.96	0	10,381.39	25,428.00	184,143.28	22,198.84	-19,331.96	41,530.80	206,342.12
89	Fire Fighter (Bibler,J)	A	9,125.00	109,500.00	100,021.23	43,428.68	655	643.94	9,390.08	0	6,781.75	22,635.00	182,900.68	22,971.06	-16,321.95	39,293.01	205,871.74
90	Systems & Programming Supv (Liu,J)	A	12,083.00	144,996.00	141,928.74	33,455.70	343	0	0	0	3,903.73	16,799.90	196,088.07	8,430.87	-17,031.40	25,462.27	204,518.94
91	Assistant Finance Director (King,J)	A	13,243.00	158,916.00	156,862.67	0	0	0	0	6,740.28	7,276.34	22,372.84	193,252.13	11,192.06	-16,213.96	27,406.02	204,444.19
92	Police Officer (Trevino,J)	A	9,375.00	112,500.00	109,795.62	17,082.88	199	13,214.28	10,979.52	0	6,270.81	25,428.00	182,771.11	21,591.98	-18,820.39	40,412.37	204,363.09
93	Fire Fighter (Jimenez,J)	A	9,025.00	108,300.00	108,160.05	30,176.18	435	5,558.28	5,136.30	1,055.09	4,998.46	23,142.90	178,227.26	24,783.98	-17,918.36	42,702.34	203,011.24
94	Fire Fighter (Fenton,S)	A	9,125.00	109,500.00	109,500.01	35,598.11	593	0	5,136.30	0	5,053.85	23,304.15	178,592.42	24,109.65	-17,229.39	41,339.04	202,702.07
95	Police Officer (Maridakis,G)	A	9,375.00	112,500.00	111,526.40	13,046.33	113	18,354.49	11,152.62	0	4,492.98	20,756.06	179,328.88	22,741.29	-19,806.55	42,547.84	202,070.17
96	Fire Fighter (Deflutter,D)	A	9,125.00	109,500.00	109,500.04	21,208.57	320	5,558.28	8,136.44	0	8,338.95	23,080.05	175,822.33	25,560.39	-18,261.94	43,822.33	201,382.72
97	Fire Fighter (Glasgow,J)	A	9,125.00	109,500.00	109,500.06	26,392.22	363	55.46	9,630.92	0	6,696.40	23,588.25	175,863.31	24,979.87	-17,849.67	42,829.54	200,843.18
98	Police Officer (Zzzzzzzzz)	A	9,375.00	112,500.00	110,336.55	25,934.48	327	2,758.32	11,033.64	0	5,189.08	25,428.00	180,680.07	20,016.35	-17,439.92	37,456.27	200,696.42
99	Police Sergeant (Stafford,S)	A	11,429.00	137,148.00	133,455.59	6,412.33	70	2,952.82	13,345.54	0	6,326.06	13,938.08	176,430.42	24,128.00	-21,027.47	45,155.47	200,558.42
100	Fire Engineer (Brown,B)	A	9,264.00	111,168.00	111,167.94	31,762.09	495	0	3,852.16	0	5,130.83	23,331.95	175,244.97	23,905.44	-17,077.35	40,982.79	199,150.41
101	Fire Engineer (Storey,P)	A	9,264.00	111,168.00	108,807.62	28,566.13	417	1,730.38	6,099.34	0	5,630.21	23,613.00	174,446.68	24,360.60	-17,391.72	41,752.32	198,807.28
102	Fire Fighter (Ortega,J)	A	9,125.00	109,500.00	109,500.05	19,917.55	281	7,530.54	3,852.16	500	8,338.95	23,613.00	173,252.25	25,176.72	-18,096.47	43,273.19	198,428.97
103	Fire Engineer (Melgoza Jr.,P)	A	9,264.00	111,168.00	111,167.94	17,937.32	292	5,558.28	8,337.68	0	5,130.83	23,331.95	171,464.00	25,906.29	-18,506.77	44,413.06	197,370.29
104	Police Officer (Garcia,M)	A	8,503.00	102,036.00	93,704.13	34,969.96	517	13,582.97	4,685.28	1,262.56	4,473.93	24,090.67	176,769.50	20,065.91	-14,867.46	34,933.37	196,835.41

City of Costa Mesa 2020 Compensation and Benefits Report

Row	Job Title / Name	2020 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	Hours	Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
131	Police Officer (Clements,B)	A	9,375.00	112,500.00	105,403.03	12,347.40	162	2,635.12	10,540.28	1,058.61	3,819.85	25,428.00	161,232.29	22,627.05	-16,722.88	39,349.93	183,859.34
132	Police Officer (Hernandez,B)	A	9,375.00	112,500.00	106,875.05	3,109.97	54	5,905.90	10,687.48	0	9,982.23	25,428.00	161,988.63	20,724.85	-18,074.37	38,799.22	182,713.48
133	Police Officer (Frankle,D)	A	9,375.00	112,500.00	106,082.18	12,989.74	186	7,534.84	7,105.67	232.09	35.54	25,428.00	159,408.06	23,149.66	-16,933.67	40,083.33	182,557.72
134	Economic Development Administr (Inloes JR,D)	A	10,151.00	121,812.00	119,235.22	39,911.00	669	0	0	0	0	16,799.90	175,946.12	6,527.87	-14,308.25	20,836.12	182,473.99
135	City Clerk (Green,B)	A	11,691.00	140,292.00	140,292.36	0	0	0	0	2,539.67	7,160.98	22,673.08	172,666.09	9,750.26	-14,029.34	23,779.60	182,416.35
136	Police Officer (Luczkiewicz,S)	A	9,375.00	112,500.00	110,201.27	12,142.43	157	7,298.22	11,020.08	0	5,111.19	15,837.12	161,610.31	20,731.38	-18,054.60	38,785.98	182,341.69
137	Fire Engineer (Mancillas,A)	A	9,264.00	111,168.00	111,167.94	7,884.12	107	0	9,630.92	0	5,130.83	23,331.95	157,145.76	25,091.48	-17,925.35	43,016.83	182,237.24
138	Police Officer (Peters,M)	A	9,375.00	112,500.00	106,875.01	7,139.41	92	2,952.82	10,687.49	0	8,786.91	25,428.00	161,869.64	20,250.03	-17,660.97	37,911.00	182,119.67
139	Fire Fighter (Ordaz,A)	A	7,623.00	91,476.00	90,470.79	45,581.29	823	5,558.28	1,926.08	0	4,221.97	22,131.60	169,890.01	12,131.62	-14,716.69	26,848.31	182,021.63
140	Police Officer (Guenther,H)	A	9,375.00	112,500.00	110,093.17	6,405.86	91	5,524.24	11,009.29	0	5,189.08	23,195.64	161,417.28	20,386.00	-17,819.93	38,205.93	181,803.28
141	Police Officer (Westman,K)	A	9,375.00	112,500.00	111,418.25	8,369.87	110	2,785.38	11,141.78	0	3,451.27	24,338.34	161,504.89	20,218.79	-17,610.24	37,829.03	181,723.68
142	Police Officer (Jones,T)	A	8,928.00	107,136.00	107,136.11	1,375.26	27	5,631.34	10,713.56	0	7,565.44	25,428.00	157,849.71	23,713.17	-17,287.40	41,000.57	181,562.88
143	Public Affairs Manager (Bora,D)	A	11,567.00	138,804.00	135,934.58	0	0	0	0	2,579.80	8,011.32	26,040.04	172,565.74	8,075.20	-16,312.06	24,387.26	180,640.94
144	Police Officer (McMorris,C)	A	8,503.00	102,036.00	98,793.21	8,799.08	73	13,643.38	4,939.65	461.38	9,148.55	21,394.36	157,179.61	23,374.51	-17,139.76	40,514.27	180,554.12
145	Police Officer (Sevilla,D)	A	9,375.00	112,500.00	107,902.65	5,706.14	73	0	10,790.22	0	10,381.39	25,428.00	160,208.40	19,963.08	-17,405.82	37,368.90	180,171.48
146	Fire Engineer (McCart JR,K)	A	8,823.00	105,876.00	103,288.12	16,506.87	221	25.62	8,605.80	0	4,886.58	23,331.95	156,644.94	23,359.70	-16,673.66	40,033.36	180,004.64
147	Police Officer (Gomez,L)	A	8,928.00	107,136.00	100,318.72	15,153.49	212	16,210.54	5,015.88	951.27	2,790.91	16,749.20	157,190.01	22,081.69	-16,309.45	38,391.14	179,271.70
148	Police Officer (Hernandez,R)	A	8,928.00	107,136.00	103,023.20	12,561.24	173	6,004.01	5,151.14	1,352.15	4,887.32	24,055.72	157,034.78	21,759.93	-16,129.15	37,889.08	178,794.71
149	Fire Fighter (Kiesz,J)	A	7,796.00	93,552.00	91,582.98	40,481.69	714	2,779.14	3,222.74	148.16	4,317.78	23,613.00	166,145.49	12,034.95	-14,642.82	26,677.77	178,180.44
150	Police Officer (Zzzzzzzzz)	A	8,928.00	107,136.00	101,181.95	20,622.39	288	2,529.51	5,059.05	4,794.19	4,279.72	19,307.60	157,774.41	20,352.06	-15,753.34	36,105.40	178,126.47
151	Police Officer (Cordero,C)	A	9,375.00	112,500.00	109,362.98	12,177.92	165	361.7	10,936.28	0	0	25,394.46	158,233.34	19,451.42	-16,954.48	36,405.90	177,684.76
152	Police Officer (Christanson,K)	A	8,928.00	107,136.00	100,019.48	17,483.40	241	3,384.99	5,000.93	960.95	4,751.72	25,428.00	157,029.47	20,587.64	-15,216.63	35,804.27	177,617.11
153	Police Officer (Tu,K)	A	9,375.00	112,500.00	111,634.59	11,917.70	179	0	2,596.14	5,538.46	2,459.32	25,428.00	159,574.21	17,672.26	-16,829.61	34,501.87	177,246.47
154	Police Officer (Novikoff,R)	A	9,375.00	112,500.00	110,877.38	6,666.17	98	2,771.86	5,543.95	0	5,189.08	22,797.32	153,845.76	22,869.64	-16,687.00	39,556.64	176,715.40
155	Sr Programmer Analyst (CON) (Yang,H)	A	10,936.00	131,232.00	128,455.92	19,902.21	240	0	0	0	3,533.17	16,799.90	168,691.20	7,630.52	-15,414.75	23,045.27	176,321.72
156	Police Officer (Smith,J)	A	9,375.00	112,500.00	108,470.54	6,828.41	91	0	10,847.01	0	5,437.86	24,213.54	155,797.36	20,066.93	-17,493.29	37,560.22	175,864.29

City of Costa Mesa 2020 Compensation and Benefits Report

Row	Job Title / Name	2020 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	Hours	Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
157	Police Officer (Gallardo,J)	A	9,375.00	112,500.00	104,477.23	15,089.22	204	8,517.91	5,223.84	798.35	4,307.76	17,617.60	156,031.91	18,974.91	-16,701.72	35,676.63	175,006.82
158	Police Officer (Gardner,A)	A	8,928.00	107,136.00	98,486.42	21,896.58	333	8,368.05	4,924.29	2,146.98	4,760.76	13,112.84	153,695.92	21,180.87	-15,889.59	37,070.46	174,876.79
159	Fire Engineer (Prochnow,D)	R	9,264.00	111,168.00	89,789.50	5,199.40	88	3.82	7,608.93	0	33,438.21	18,607.25	154,647.11	19,821.23	-14,327.84	34,149.07	174,468.34
160	Police Officer (Holl,D)	A	9,375.00	112,500.00	105,281.79	6,580.11	87	0	6,031.55	0	9,886.30	24,232.78	152,012.53	22,312.38	-16,276.13	38,588.51	174,324.91
161	Fire Fighter (Anderson,L)	A	9,025.00	108,300.00	106,116.77	21,150.33	337	1,160.38	3,210.22	992.3	4,760.31	23,613.00	161,003.31	13,213.74	-16,323.21	29,536.95	174,217.05
162	Police Officer (Korte,J)	A	8,928.00	107,136.00	101,638.09	7,402.48	106	5,905.90	5,081.85	1,409.62	9,671.33	20,506.46	151,615.73	22,375.14	-16,613.70	38,988.84	173,990.87
163	Public Affairs Manager (Dodero,A)	A	11,567.00	138,804.00	135,334.00	0	0	0	0	1,576.78	0	26,040.04	162,950.82	10,897.91	-12,180.08	23,077.99	173,848.73
164	Community Improvement Manager (Gamboa,F)	A	10,389.00	124,668.00	111,754.31	0	0	5,587.82	0	25,809.20	0	26,040.04	169,191.37	4,073.24	-16,983.98	21,057.22	173,264.61
165	Police Officer (Elliott,J)	A	9,375.00	112,500.00	112,499.94	851.86	16	2,812.42	11,249.94	0	0	25,428.00	152,842.16	20,421.05	-17,780.62	38,201.67	173,263.21
166	Fire Fighter (Torres,M)	A	7,796.00	93,552.00	92,373.15	31,985.22	606	5,558.28	2,790.43	273.25	4,317.78	23,613.00	160,911.11	12,336.94	-15,043.95	27,380.89	173,248.05
167	Public Affairs Manager (Fyod,R)	A	11,567.00	138,804.00	128,607.57	0	0	6,430.51	0	900	444.88	26,040.04	162,423.00	10,009.50	-13,503.78	23,513.28	172,432.50
168	Fire Fighter (La Placa,G)	A	9,125.00	109,500.00	109,500.03	2,473.86	24	0	7,383.48	0	5,053.85	23,613.00	148,024.22	24,099.10	-17,216.71	41,315.81	172,123.32
169	Police Officer (Luppincott,R)	A	8,098.00	97,176.00	87,916.75	29,843.21	480	0	4,395.86	0	5,956.21	25,428.00	153,540.03	18,491.21	-13,521.74	32,012.95	172,031.24
170	Police Officer (Anderson,S)	A	8,928.00	107,136.00	104,766.74	13,739.66	197	2,619.21	5,629.79	412.06	1,147.57	21,977.54	150,292.57	21,620.72	-15,879.84	37,500.56	171,913.29
171	Police Officer (Heredia,J)	A	8,098.00	97,176.00	94,124.28	12,858.77	217	7,458.16	4,706.25	0	5,927.26	25,428.00	150,502.72	21,268.21	-15,495.87	36,764.08	171,770.93
172	Police Officer (Molina,E)	A	8,503.00	102,036.00	94,147.99	20,898.01	335	8,170.65	0	970.81	4,463.19	23,515.70	152,166.35	19,504.35	-14,438.68	33,943.03	171,670.70
173	Police Officer (Lopez,O)	A	9,375.00	112,500.00	109,741.60	3,961.84	69	5,905.90	5,487.17	0	4,114.38	22,107.02	151,317.91	19,461.48	-16,958.87	36,420.35	170,779.39
174	Police Officer (Greeley,C)	A	7,712.00	92,544.00	88,179.04	36,860.06	606	0	2,035.95	380.57	4,151.38	21,783.32	153,390.32	17,300.50	-12,678.73	29,979.23	170,690.82
175	Fire Fighter (Amaya,O)	A	6,993.00	83,916.00	83,352.54	39,055.54	774	5,558.28	3,049.69	943.33	3,873.05	23,613.00	159,445.43	11,223.09	-13,887.93	25,111.02	170,668.52
176	Human Resources Manager (Lee,K)	A	12,619.00	151,428.00	139,233.77	4,817.30	59	0	0	311.58	981.78	16,689.86	162,034.29	8,587.23	-16,708.03	25,295.26	170,621.52
177	Communications Supervisor (Phipps,J)	A	7,702.00	92,424.00	84,484.18	56,611.08	871	2,464.00	4,224.15	0	0	16,799.90	164,583.31	5,435.43	-10,964.28	16,399.71	170,018.74
178	Sr Communications Officer (Carter,J)	A	7,145.00	85,740.00	84,227.25	56,086.94	864	2,464.35	4,211.25	0	0	16,799.90	163,789.69	5,404.87	-10,931.93	16,336.80	169,194.56
179	Police Officer (Carboni,J)	A	9,375.00	112,500.00	105,676.83	9,798.38	181	3,318.05	0	0	4,944.74	23,558.60	147,296.60	21,892.38	-15,966.03	37,858.41	169,188.98
180	Computer Oper/Networking Supv (Silva,A)	A	10,870.00	130,440.00	112,363.69	32,809.56	404	0	0	0	0	16,799.90	161,973.15	6,674.73	-13,483.67	20,158.40	168,647.88
181	Fire Fighter (Brosamer,K)	A	7,710.00	92,520.00	91,503.65	32,212.49	614	0	4,778.42	148.16	4,270.15	23,613.00	156,525.87	11,864.70	-14,435.81	26,300.51	168,390.57
182	Interim Budget & Research Off (Baca,A)	A	10,867.00	130,404.00	124,304.79	9,352.05	128	6,215.18	0	0	5,300.26	13,811.42	158,983.70	7,790.81	-15,662.36	23,453.17	166,774.51

City of Costa Mesa 2020 Compensation and Benefits Report

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					Base Pay	Overtime Pay	Hours	Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost	
183	Police Officer (Schulze,J)	A	8,098.00	97,176.00	90,446.51	22,651.77	362	183.37	4,522.33		306.37	3,395.68	25,428.00	146,934.03	18,210.69	-13,360.13	31,570.82	165,144.72
184	Park Ranger (Pallio,M)	A	6,539.00	78,468.00	76,110.19	60,015.86	963	7,084.42	0	0	0	16,799.90	160,010.37	4,947.95	-10,006.89	14,954.84	164,958.32	
185	Police Officer (Lopez,J)	A	8,098.00	97,176.00	91,294.89	5,128.95	80	6,695.46	4,564.78	195.28	8,784.47	25,428.00	142,091.83	20,493.62	-14,989.35	35,482.97	162,585.45	
186	Acting HR Administrator (Carvajal,I)	A	10,130.00	121,560.00	115,739.28	15,926.90	197	5,786.88	0	0	1,494.23	16,799.90	155,747.19	6,019.17	-14,583.10	20,602.27	161,766.36	
187	Sr Communications Officer (Hembree,D)	A	7,145.00	85,740.00	82,153.80	50,051.48	767	2,927.75	4,107.59	0	0	16,799.90	156,040.52	5,306.23	-10,726.27	16,032.50	161,346.75	
188	Communications Supervisor (Holt,M)	A	7,702.00	92,424.00	89,846.80	41,835.75	600	7,057.86	0	0	0	16,799.90	155,540.31	5,760.81	-11,652.14	17,412.95	161,301.12	
189	Fire Fighter (Schwab,H)	A	6,600.00	79,200.00	78,765.25	38,761.14	714	246.82	6,099.34	289.84	3,996.72	22,449.93	150,609.04	10,477.18	-12,804.22	23,281.40	161,086.22	
190	Assistant to the City Manager (Reyes,A)	A	10,491.00	125,892.00	122,430.54	0	0	6,121.50	0	3,634.43	0	21,385.73	153,572.20	7,375.73	-15,714.10	23,089.83	160,947.93	
191	Sr Police Officer (Dimel,R)	R	9,843.00	118,116.00	97,445.72	3,960.87	49	0	9,744.53	0	10,820.06	20,538.00	142,509.18	17,821.45	-15,631.40	33,452.85	160,330.63	
192	Police Officer (Brown,N)	A	9,375.00	112,500.00	106,344.38	2,393.33	30	2,658.54	10,634.39	0	1,197.48	19,560.00	142,788.12	16,831.29	-14,757.13	31,588.42	159,619.41	
193	Neighborhood Improvement Mgr (Lumley,S)	A	10,389.00	124,668.00	122,030.81	0	0	0	0	900	0	26,040.04	148,970.85	10,441.28	-10,982.74	21,424.02	159,412.13	
194	Zoning Administrator (Bouwens-Killeen,W)	A	11,386.00	136,632.00	133,347.63	361.29	0	0	0	0	0	16,799.90	150,508.82	7,919.19	-16,001.75	23,920.94	158,428.01	
195	Police Officer (Melendez,A)	A	7,712.00	92,544.00	88,214.95	31,597.97	499	0	0	0	0	21,438.30	141,251.22	16,941.67	-12,350.10	29,291.77	158,192.89	
196	Police Officer (Stocking JR,R)	A	8,098.00	97,176.00	91,766.37	9,703.99	147	0	7,752.92	355.94	4,317.94	24,615.93	138,513.09	19,068.55	-13,982.48	33,051.03	157,581.64	
197	Police Officer (Scott #,T)	A	8,098.00	97,176.00	94,030.85	4,171.30	63	1,549.92	4,701.60	0	8,123.81	23,281.70	135,859.18	20,113.61	-14,654.98	34,768.59	155,972.79	
198	Fire Fighter (Hibbard,S)	A	6,286.00	75,432.00	75,017.97	39,940.34	802	0	2,827.46	1,250.65	3,481.48	23,613.00	146,130.90	9,538.17	-11,725.70	21,263.87	155,669.07	
199	Senior Engineer (Rahimian,A)	A	11,500.00	138,000.00	131,642.87	0	0	0	0	0	0	16,799.90	148,442.77	6,685.41	-15,797.14	22,482.55	155,128.18	
200	Police Officer (Peralta,E)	A	7,712.00	92,544.00	88,437.40	13,660.89	223	5,905.90	2,218.38	0	428.02	25,428.00	136,078.59	18,548.19	-13,543.53	32,091.72	154,626.78	
201	Police Officer (Naranjo,B)	A	8,503.00	102,036.00	92,888.05	0	0	8,228.07	0	0	8,691.79	25,428.00	135,235.91	19,308.86	-14,156.25	33,465.11	154,544.77	
202	Principal Planner (Ashabi,M)	A	10,350.00	124,200.00	121,572.72	3,650.17	60	0	0	0	4,776.92	16,799.90	146,799.71	7,221.65	-14,588.72	21,810.37	154,021.36	
203	Fire Fighter (Myszka,K)	A	6,930.00	83,160.00	82,093.78	29,712.10	565	411.24	3,210.22	152.31	3,838.15	23,127.75	142,545.55	11,381.19	-12,894.80	24,275.99	153,926.74	
204	Fire Fighter (Herrera-Martinez,D)	A	6,286.00	75,432.00	75,155.98	32,995.50	669	5,558.28	3,148.57	881.26	3,481.48	22,207.20	143,428.27	10,241.13	-12,688.39	22,929.52	153,669.40	
205	Fire Fighter (Bates,C)	A	7,623.00	91,476.00	90,470.78	23,050.55	473	0	0	0	4,221.97	23,613.00	141,356.30	11,135.60	-13,505.10	24,640.70	152,491.90	
206	Police Officer (Gallegos,H)	A	7,712.00	92,544.00	88,705.89	20,575.11	335	0	0	0	3,357.10	22,797.32	135,435.42	17,025.89	-12,418.78	29,444.67	152,461.31	
207	Network Systems Administrator (Gonzalez,R)	A	10,188.00	122,256.00	105,316.05	23,756.34	386	0	0	0	827.63	16,799.90	146,699.92	5,324.92	-12,637.95	17,962.87	152,024.84	
208	Senior Planner (Lee,M)	R	9,228.00	110,736.00	108,393.50	3,069.37	58	0	0	0	17,200.82	16,799.90	145,463.59	6,438.86	-13,007.21	19,446.07	151,902.45	

City of Costa Mesa 2020 Compensation and Benefits Report

Row	Job Title / Name	2020 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	Hours	Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
209	Police Officer (Gutierrez,G)	A	7,712.00	92,544.00	88,023.31	10,749.83	184	5,905.90	2,028.17	355.16	3,595.66	22,188.92	132,846.95	18,400.25	-13,483.75	31,884.00	151,247.20
210	Police Officer (Doezie,J)	R	9,375.00	112,500.00	78,966.30	1,622.60	20	0	7,896.59	0	29,340.88	18,361.69	136,188.06	14,557.92	-12,630.11	27,188.03	150,745.98
211	Fire Fighter (McMahon,B)	A	7,623.00	91,476.00	90,470.78	22,600.54	411	0	5,099.26	148.16	4,221.97	16,382.34	138,923.05	11,736.55	-14,282.21	26,018.76	150,659.60
212	Property/Evidence Supervisor (Carpenter,B)	A	10,622.00	127,464.00	124,798.28	46.91	1	0	0	0	980.49	16,799.90	142,625.58	7,425.06	-14,999.36	22,424.42	150,050.64
213	Fire Fighter (Medeck,B)	A	6,915.00	82,980.00	82,676.19	31,124.66	619	0	3,876.93	153.21	3,829.85	17,666.48	139,327.32	10,705.98	-13,012.92	23,718.90	150,033.30
214	Animal Control Officer (Rodriguez,A)	A	7,079.00	84,948.00	82,211.70	45,354.94	942	0	0	0	653.45	16,799.90	145,019.99	4,890.45	-9,888.97	14,779.42	149,910.44
215	Police Officer (Nippert,E)	A	8,098.00	97,176.00	91,448.22	5,127.83	103	522.08	0	5,061.17	4,320.61	25,428.00	131,907.91	16,976.56	-13,554.54	30,531.10	148,884.47
216	Police Officer (Reeves,D)	A	8,098.00	97,176.00	91,370.70	6,215.80	110	691.44	0	0	6,510.21	25,146.02	129,934.17	18,512.37	-13,499.10	32,011.47	148,446.54
217	Police Officer (Fowell,G)	A	8,503.00	102,036.00	94,770.07	11,194.56	178	0	1,052.36	0	181.02	25,428.00	132,626.01	15,399.85	-13,415.22	28,815.07	148,025.86
218	Police Officer (Schramm,J)	A	7,712.00	92,544.00	88,572.44	9,185.13	195	0	2,725.16	339	3,572.28	25,428.00	129,822.01	17,493.87	-12,829.13	30,323.00	147,315.88
219	Network Systems Administrator (Hamm,A)	A	10,188.00	122,256.00	105,315.99	17,917.32	308	0	0	0	827.63	16,799.90	140,860.84	6,255.86	-12,637.95	18,893.81	147,116.70
220	Network Systems Administrator (Swanson,L)	A	10,188.00	122,256.00	105,316.05	18,414.95	309	93.11	0	0	0	16,799.90	140,624.01	6,261.92	-12,649.12	18,911.04	146,885.93
221	Senior Engineer (Mokarram,M)	A	10,430.00	125,160.00	122,512.40	0	0	0	0	0	0	16,799.90	139,312.30	6,194.40	-14,701.49	20,895.89	145,506.70
222	Police Officer (Gonzales,M)	A	7,345.00	88,140.00	84,969.95	10,219.33	195	0	0	508.63	7,026.06	25,428.00	128,151.97	17,013.51	-12,521.83	29,535.34	145,165.48
223	Exec Assist to the City Mgr (Esteoc,L)	A	7,918.00	95,016.00	91,761.24	25,606.61	364	4,587.94	0	0	0	16,799.90	138,755.69	5,725.86	-11,561.89	17,287.75	144,481.55
224	Fire Fighter (Kennedy,R)	A	6,993.00	83,916.00	83,072.28	21,678.68	378	0	2,098.99	649.11	3,873.05	22,471.65	133,843.76	10,436.46	-12,850.15	23,286.61	144,280.22
225	Fire Fighter (Skov,H)	A	7,343.00	88,116.00	87,631.24	12,410.82	186	0	6,099.34	387.26	4,066.89	22,037.25	132,632.80	11,497.82	-14,055.50	25,553.32	144,130.62
226	Police Officer - TEMP (Potts,D)	A	4,687.80	56,253.60	104,877.83	5,192.41	72	1,041.14	4,164.64	0	11,415.51	9,780.00	136,471.53	7,641.51	-6,886.03	14,527.54	144,113.04
227	Fire Fighter (Chavez,M)	A	6,930.00	83,160.00	82,246.09	14,204.48	277	376.97	8,025.68	0	3,838.15	23,613.00	132,304.37	11,058.26	-13,410.50	24,468.76	143,362.63
228	Police Officer (Ashby,J)	A	8,098.00	97,176.00	93,446.86	6,949.97	127	1,535.31	4,672.40	0	3,763.55	13,112.84	123,480.93	19,140.55	-13,951.65	33,092.20	142,621.48
229	Sr Programmer Analyst (CON) (Ortiz-Luis,J)	A	9,919.00	119,028.00	116,510.19	2,410.43	38	0	0	0	0	16,799.90	135,720.52	5,890.89	-13,981.19	19,872.08	141,611.41
230	Police Officer (Bruno,D)	A	6,995.00	83,940.00	82,406.43	13,388.01	248	0	0	0	4,618.71	24,007.62	124,420.77	16,551.54	-12,079.21	28,630.75	140,972.31
231	Maintenance Superintendent (Lovell,D)	R	9,698.00	116,376.00	113,914.20	1,678.52	21	0	0	0	1,790.40	16,799.90	134,183.02	6,778.46	-13,693.32	20,471.78	140,961.48
232	Sr Communications Officer (Johnson,A)	A	7,145.00	85,740.00	84,507.54	20,736.51	298	8,831.13	4,225.28	0	0	16,799.90	135,100.36	5,808.36	-11,731.25	17,539.61	140,908.72
233	Police Officer (Bates,C)	R	9,375.00	112,500.00	83,320.25	0	0	2,082.95	8,331.99	7,020.10	6,289.19	16,098.23	123,142.71	17,344.16	-13,534.01	30,878.17	140,486.87
234	Police Officer (Luu,M)	A	8,098.00	97,176.00	91,832.39	5,814.13	110	186.88	0	259.34	2,945.83	21,783.32	122,821.89	17,630.36	-12,917.55	30,547.91	140,452.25

City of Costa Mesa 2020 Compensation and Benefits Report

Row	Job Title / Name	2020 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	Hours	Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
235	Police Officer (Ortiz,S)	A	7,712.00	92,544.00	89,113.36	3,974.76	71	5,905.90	0	169.38	11.44	21,925.12	121,099.96	18,235.11	-13,326.38	31,561.49	139,335.07
236	Police Officer (Jones,C)	A	7,712.00	92,544.00	90,307.64	1,623.98	34	0	2,811.93	355.94	3,140.21	22,797.32	121,037.02	17,862.69	-13,086.57	30,949.26	138,899.71
237	Maintenance Superintendent (Ortiz,J)	A	9,698.00	116,376.00	112,319.70	0	0	5,616.08	0	-3,776.00	895.2	16,799.90	131,854.88	7,008.78	-14,175.85	21,184.63	138,863.66
238	Police Officer (Salem,T)	A	7,712.00	92,544.00	88,955.70	9,259.26	168	0	3,600.28	1,275.49	3,324.52	14,479.66	120,894.91	17,595.06	-13,132.21	30,727.27	138,489.97
239	Police Officer (Anders,G)	A	7,345.00	88,140.00	83,325.32	11,598.40	217	0	0	357.79	5,311.43	21,191.30	121,784.24	16,704.68	-12,258.60	28,963.28	138,488.92
240	Contract Administrator (Staples II,R)	A	9,721.00	116,652.00	114,184.33	0	0	0	0	0	0	16,799.90	130,984.23	6,782.84	-13,702.03	20,484.87	137,767.07
241	Police Officer (Fay,D)	A	7,345.00	88,140.00	84,916.94	13,895.86	247	0	0	451.8	7,084.61	13,816.92	120,166.13	16,994.03	-12,507.96	29,501.99	137,160.16
242	Fairview Park Administrator (D'Agosta,C)	A	9,488.00	113,856.00	111,447.54	1,715.15	25	0	0	0	875.82	16,799.90	130,838.41	5,634.86	-13,373.69	19,008.55	136,473.27
243	Police Officer (Hagan,J)	A	7,712.00	92,544.00	90,148.41	2,195.53	37	0	3,659.93	1,093.53	4,221.76	16,954.94	118,274.10	17,876.80	-13,276.74	31,153.54	136,150.90
244	Energy & Sustainability Sv Mgr (Afeworki Gebreyohannes,S)	A	9,062.00	108,744.00	101,633.81	0	0	0	0	865.5	0	24,036.96	126,536.27	8,733.51	-9,147.02	17,880.53	135,269.78
245	Police Officer (Defuna,A)	A	7,345.00	88,140.00	79,944.75	12,429.60	235	0	0	0	3,874.15	23,623.60	119,872.10	15,306.05	-11,192.18	26,498.23	135,178.15
246	Senior Management Analyst (Kennerson,S)	A	8,674.00	104,088.00	101,886.12	4,379.89	56	5,094.17	0	0	0	16,799.90	128,160.08	6,354.87	-12,837.61	19,192.48	134,514.95
247	Communications Supervisor (Marquez,S)	A	7,702.00	92,424.00	90,335.52	12,089.52	169	3,914.72	4,516.82	0	0	16,799.90	127,656.48	5,879.11	-11,875.66	17,754.77	133,535.59
248	Fire Fighter (Humphreys,K)	A	6,600.00	79,200.00	78,910.14	17,256.24	348	0	0	144.92	3,655.38	23,301.60	123,268.28	9,753.15	-11,881.18	21,634.33	133,021.43
249	Associate Engineer (Fouladi,B)	A	9,488.00	113,856.00	110,185.54	52.13	1	0	0	208.61	0	16,799.90	127,246.18	5,552.99	-13,247.31	18,800.30	132,799.17
250	Interim City Engineer - Temp (Mejia,B)	T	12,526.80	150,321.60	132,579.38	0	0	0	0	0	0	0	132,579.38	0	0	0	132,579.38
251	Maintenance Supervisor (Jojola,D)	A	8,391.00	100,692.00	96,346.71	3,376.71	65	5,277.17	0	2,662.95	2,184.31	16,799.90	126,647.75	5,743.77	-12,536.81	18,280.58	132,391.52
252	Chief of Inspection (Azevedo,D)	A	9,084.00	109,008.00	106,702.07	3,001.60	56	0	0	0	0	16,799.90	126,503.57	5,394.89	-12,804.21	18,199.10	131,898.46
253	Fire Fighter (Diamond,M)	A	6,286.00	75,432.00	75,017.98	26,299.74	457	0	481.52	387.12	3,481.48	15,832.96	121,500.80	9,310.45	-11,423.03	20,733.48	130,811.25
254	Police Officer (Gaunt,C)	A	7,345.00	88,140.00	84,972.59	5,811.42	113	0	0	161.54	2,910.67	19,269.38	113,125.60	16,390.16	-12,009.16	28,399.32	129,515.76
255	Maintenance Supervisor (Santos,J)	A	8,391.00	100,692.00	98,562.66	594.71	8	4,928.16	700	0	1,510.36	16,799.90	123,095.79	6,200.83	-12,526.46	18,727.29	129,296.62
256	Principal HR Analyst (Acosta,F)	A	8,390.00	100,680.00	98,550.24	188.9	3	7,957.80	0	0	0	16,799.90	123,496.84	5,231.87	-12,417.37	17,649.24	128,728.71
257	Act Maintenance Superintendent (Ryan,R)	A	9,236.00	110,832.00	104,197.53	1,087.34	15	968.2	0	0	0	16,799.90	123,052.97	5,305.17	-12,503.61	17,808.78	128,358.14
258	Maintenance Supervisor (Cortez,G)	A	8,391.00	100,692.00	98,562.05	72.61	2	4,928.16	0	0	1,645.92	16,799.90	122,008.64	6,200.82	-12,526.46	18,727.28	128,209.46
259	Fire Fighter (Grovom,J)	A	6,915.00	82,980.00	79,514.73	8,225.64	123	0	2,778.25	392.53	3,829.85	23,361.60	118,102.60	10,080.10	-12,340.68	22,420.78	128,182.70
260	Human Resources Analyst (Wang,R)	A	8,797.00	105,564.00	103,331.00	1,585.05	18	0	0	0	1,015.04	16,799.90	122,730.99	5,103.70	-12,399.76	17,503.46	127,834.69

City of Costa Mesa 2020 Compensation and Benefits Report

Row	Job Title / Name	2020 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	Hours	Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost	
261	Assistant Engineer (Gurovich,J)	A	8,842.00	106,104.00	103,859.52	0	0	0	0	0	0	698.85	16,799.90	121,358.27	6,169.36	-12,463.18	18,632.54	127,527.63
262	Police Officer (Tedesco,D)	A	6,995.00	83,940.00	78,066.69	10,946.51	183	0	0	0	0	3,199.77	20,878.71	113,091.68	14,393.93	-10,394.32	24,788.25	127,485.61
263	Human Resources Analyst (Schall,J)	A	8,797.00	105,564.00	103,330.95	1,174.41	15	0	0	0	0	0	16,799.90	121,305.26	6,138.02	-12,399.76	18,537.78	127,443.28
264	Maintenance Superintendent (Tucker,M)	A	8,796.00	105,552.00	101,046.89	1,680.07	35	0	0	1,014.63	0	726.28	16,799.90	121,267.77	5,904.66	-12,234.48	18,139.14	127,172.43
265	Management Analyst (Tsao,Y)	A	8,261.00	99,132.00	101,811.95	115.23	2	0	0	0	0	2,382.98	16,799.90	121,110.06	6,024.48	-12,217.45	18,241.93	127,134.54
266	Acting City Engineer (Yang,S)	A	10,306.00	123,672.00	105,911.99	417.7	5	0	0	0	0	0	15,507.60	121,837.29	5,260.41	-12,709.42	17,969.83	127,097.70
267	Assistant Engineer (Oquendo,C)	A	8,842.00	106,104.00	103,859.48	52.87	1	0	0	0	0	0	16,799.90	120,712.25	6,169.37	-12,463.17	18,632.54	126,881.62
268	Communications Supervisor (Ruffalo,J)	A	7,702.00	92,424.00	90,068.97	3,751.40	57	5,754.91	4,503.51	0	0	0	16,799.90	120,878.69	5,972.20	-12,062.88	18,035.08	126,850.89
269	Assistant Engineer (Chirar,M)	A	8,842.00	106,104.00	103,859.53	0	0	0	0	0	0	0	16,799.90	120,659.43	6,169.37	-12,463.17	18,632.54	126,828.80
270	Fire Fighter (Finkelstein,Z)	A	6,915.00	82,980.00	79,362.89	10,798.66	187	0	0	433.24	3,829.85	22,627.50	117,052.14	9,734.98	-11,936.44	21,671.42	126,787.12	
271	Maintenance Supervisor (Salas,R)	A	8,391.00	100,692.00	97,823.56	2,189.62	31	0	700	369.23	1,512.18	0	16,799.90	119,394.49	5,823.63	-11,890.69	17,714.32	125,218.12
272	Crime Scene Investigation Supv (Olson,L)	A	8,738.00	104,856.00	98,015.36	3,716.41	60	0	0	1,383.00	384.09	0	16,799.90	120,298.76	4,685.54	-11,918.81	16,604.35	124,984.30
273	Police Officer (Osborn,J)	A	6,995.00	83,940.00	79,559.88	6,678.89	133	0	0	-829.05	3,121.17	20,148.44	108,679.33	14,698.16	-10,603.36	25,301.52	123,377.49	
274	Acting Parks and Com Svcs Dir (Aguilar,Y)	T	13,533.00	162,396.00	84,321.01	0	0	4,216.05	0	484.68	13,696.99	14,021.56	116,740.29	6,165.16	-8,853.71	15,018.87	122,905.45	
275	Management Analyst (Reeves,J)	A	8,261.00	99,132.00	97,034.88	549.81	10	0	0	0	0	0	16,799.90	114,384.59	5,764.12	-11,644.19	17,408.31	120,148.71
276	Communications Officer (Van,C)	A	5,758.00	69,096.00	63,915.81	30,134.54	608	3,411.00	126.56	2,008.66	0	0	16,799.90	116,396.47	3,213.84	-8,118.10	11,331.94	119,610.31
277	Payroll Supervisor (Dolewski,A)	A	9,653.00	115,836.00	83,693.92	6,485.83	117	425.85	0	1,671.21	4,264.06	0	16,799.90	113,340.77	5,215.74	-10,280.60	15,496.34	118,556.51
278	Video Production Coordinator (Trujillo,J)	A	8,045.00	96,540.00	94,497.81	1,888.67	40	0	0	0	324.89	0	16,799.90	113,511.27	4,778.00	-11,339.74	16,117.74	118,289.27
279	Electronics Technician (Alvarado,R)	A	8,403.00	100,836.00	95,583.01	0	0	0	0	0	738.74	0	16,799.90	113,121.65	4,729.11	-11,469.93	16,199.04	117,850.76
280	Recreation Supervisor (Stoddart,K)	A	7,762.00	93,144.00	89,176.50	3,159.83	48	242.36	0	1,098.79	2,761.04	0	16,799.90	113,238.42	4,394.10	-10,833.05	15,227.15	117,632.52
281	Recreation Supervisor (Thomas,A)	A	8,558.00	102,696.00	95,564.47	10.11	0	0	0	564.92	0	15,507.60	111,647.10	5,633.29	-11,535.47	17,168.76	117,280.39	
282	Sr Code Enforcement Officer (Macias,R)	A	7,421.00	89,052.00	87,168.17	3,225.96	48	4,358.60	0	0	0	0	16,799.90	111,552.63	5,436.88	-10,983.18	16,420.06	116,989.51
283	Engineering Technician III (Palacio,E)	A	7,626.00	91,512.00	89,576.14	11	0	4,478.68	0	0	0	0	16,799.90	110,865.72	5,587.08	-11,286.61	16,873.69	116,452.80
284	Accountant (Norman,M)	A	7,780.00	93,360.00	91,385.14	370.3	8	0	0	0	1,436.31	0	16,799.90	109,991.65	4,620.57	-10,966.19	15,586.76	114,612.22
285	Central Services Supervisor (Chalkley,A)	A	7,839.00	94,068.00	92,078.17	34.84	1	0	0	0	0	0	16,799.90	108,912.91	5,469.51	-11,049.35	16,518.86	114,382.42
286	Equipment Mechanic III (Carter,J)	A	6,750.00	81,000.00	79,286.51	12,790.81	251	0	700	0	0	623.08	16,799.90	110,200.30	4,008.74	-9,514.40	13,523.14	114,209.04

City of Costa Mesa 2020 Compensation and Benefits Report

Row	Job Title / Name	2020 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	Hours	Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
287	Act Principal HR Analyst (Garcia,M)	A	8,390.00	100,680.00	92,408.14	151.36	2	0	0	0	0	16,799.90	109,359.40	4,684.61	-11,089.00	15,773.61	114,044.01
288	Sr. Management Analyst (CON) (Lock,C)	T	6,899.00	82,788.00	73,768.72	12,931.31	247	0	0	3,228.71	3,265.14	16,799.90	109,993.78	3,408.10	-9,176.41	12,584.51	113,401.88
289	Executive Secretary (Goldsworthy,C)	R	6,422.00	77,064.00	75,081.95	0	0	0	0	0	15,709.20	16,799.90	107,591.05	4,458.22	-9,009.86	13,468.08	112,049.27
290	Associate Planner (Huynh,N)	A	7,137.00	85,644.00	83,832.44	1,872.08	39	4,191.56	0	0	658.8	16,799.90	107,354.78	4,450.51	-10,562.88	15,013.39	111,805.29
291	Management Analyst (Stevens,K)	A	7,493.00	89,916.00	88,013.91	2,170.15	32	0	0	0	345.83	16,799.90	107,329.79	4,450.03	-10,561.75	15,011.78	111,779.82
292	Engineering Technician III (Edwards,B)	A	7,626.00	91,512.00	89,576.16	0	0	0	0	0	0	16,799.90	106,376.06	5,321.01	-10,749.14	16,070.15	111,697.07
293	Lead Maintenance Worker (Hernandez,V)	A	7,151.00	85,812.00	83,996.74	0	0	4,199.88	0	0	1,402.69	16,799.90	106,399.21	5,251.07	-10,607.07	15,858.14	111,650.28
294	Building Inspector (Bohr,R)	A	6,818.00	81,816.00	75,839.98	9,757.26	199	3,791.92	0	1,419.98	0	16,799.90	107,609.04	3,886.39	-9,699.52	13,585.91	111,495.43
295	Combination Inspector (Perkins,M)	A	7,517.00	90,204.00	88,295.84	689.48	15	0	0	0	346.94	16,799.90	106,132.16	5,244.87	-10,595.56	15,840.43	111,377.03
296	Management Analyst (Angel,K)	A	7,493.00	89,916.00	87,519.54	0	0	0	2,467.44	0	0	16,799.90	106,786.88	4,133.15	-10,798.50	14,931.65	110,920.03
297	Construction Inspector (Gomez,E)	A	7,159.00	85,908.00	80,085.32	4,346.97	108	4,004.38	0	0	629.35	16,799.90	105,865.92	4,995.12	-10,090.72	15,085.84	110,861.04
298	Associate Engineer (Dalton,K)	A	7,806.00	93,672.00	87,973.38	613.2	14	0	0	489.32	0	16,799.90	105,875.80	4,395.19	-10,615.51	15,010.70	110,270.99
299	Lead Maintenance Worker (Martinez,V)	A	7,151.00	85,812.00	83,996.74	0	0	4,199.88	0	0	0	16,799.90	104,996.52	5,251.07	-10,607.07	15,858.14	110,247.59
300	Court Liaison (Lopez,G)	A	7,079.00	84,948.00	83,927.04	61.26	2	4,196.30	0	0	0	16,799.90	104,984.50	5,250.65	-10,598.42	15,849.07	110,235.15
301	Police Officer (Gonzales III,R)	A	7,345.00	88,140.00	70,533.21	5,212.12	98	0	0	0	2,373.00	17,752.63	95,870.96	14,211.12	-10,206.87	24,417.99	110,082.08
302	Building Inspector (Patrick,P)	A	7,517.00	90,204.00	88,295.86	306.96	7	0	0	0	0	16,799.90	105,402.72	4,464.17	-10,595.56	15,059.73	109,866.89
303	Plan Checker (Khan,W)	A	7,473.00	89,676.00	87,364.16	947.37	23	0	0	0	0	16,799.90	105,111.43	4,419.34	-10,483.67	14,903.01	109,530.77
304	Programmer Analyst II (Jin,S)	A	7,720.00	92,640.00	86,357.69	979.81	21	0	0	0	339.32	16,799.90	104,476.72	4,366.21	-10,362.98	14,729.19	108,842.93
305	Sr Code Enforcement Officer (Brumbaugh,M)	A	7,421.00	89,052.00	87,168.18	0	0	0	0	0	0	16,799.90	103,968.08	4,305.39	-10,460.21	14,765.60	108,273.47
306	Community Services Specialist (Gutierrez,M)	A	5,945.00	71,340.00	69,281.97	13,778.54	266	3,584.35	0	0	0	16,799.90	103,444.76	4,330.16	-8,753.12	13,083.28	107,774.92
307	Communications Officer (Yergler,B)	A	5,484.00	65,808.00	61,470.73	19,897.86	401	2,318.76	114.5	114.5	2,892.74	16,799.90	103,608.99	3,355.12	-8,029.35	11,384.47	106,964.11
308	Fire Protection Specialist (Enrick,B)	A	7,060.00	84,720.00	82,927.83	1,972.40	36	0	0	0	0	16,799.90	101,700.13	4,937.73	-9,974.87	14,912.60	106,637.86
309	Lead Maintenance Worker (Russo,G)	A	7,151.00	85,812.00	83,996.77	0	0	0	0	660.09	0	16,799.90	101,456.76	5,001.34	-10,103.16	15,104.50	106,458.10
310	Lead Maintenance Worker (Wiley,P)	A	7,151.00	85,812.00	83,996.74	0	0	0	0	660.09	0	16,799.90	101,456.73	5,001.34	-10,103.16	15,104.50	106,458.07
311	Combination Inspector (Thompson,A)	A	6,818.00	81,816.00	80,085.29	5,122.61	123	0	0	0	0	16,799.90	102,007.80	4,049.37	-9,610.18	13,659.55	106,057.17
312	Lead Maintenance Worker (Hanson,D)	A	7,151.00	85,812.00	83,996.76	0	0	0	0	0	0	16,799.90	100,796.66	5,001.34	-10,103.16	15,104.50	105,798.00

City of Costa Mesa 2020 Compensation and Benefits Report

Row	Job Title / Name	2020 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	Hours	Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
313	Buyer (Urueta,S)	A	7,135.00	85,620.00	83,808.83	338.69	7	0	0	0	0	16,799.90	100,947.42	4,237.45	-10,057.06	14,294.51	105,184.87
314	Accounting Specialist II (Shepherd,R)	R	6,247.00	74,964.00	70,639.10	905.7	20	0	0	0	13,256.02	16,153.75	100,954.57	4,182.04	-8,476.75	12,658.79	105,136.61
315	Sr Communications Officer (Barrett,A)	A	7,145.00	85,740.00	75,277.32	7,406.87	116	1,150.10	0	0	3,957.23	12,344.36	100,135.88	4,951.61	-9,669.75	14,621.36	105,087.49
316	Park Ranger (Andersen,M)	A	6,539.00	78,468.00	76,619.48	3,819.66	68	0	0	0	2,659.61	16,799.90	99,898.65	4,777.59	-9,652.54	14,430.13	104,676.24
317	Human Resources Analyst (Matsuura,R)	A	7,237.00	86,844.00	82,467.11	901.22	21	0	0	0	318.09	16,799.90	100,486.32	4,183.15	-9,896.08	14,079.23	104,669.47
318	Fire Protection Specialist (Wills,C)	A	7,060.00	84,720.00	82,927.83	0	0	0	0	0	0	16,799.90	99,727.73	4,937.73	-9,974.87	14,912.60	104,665.46
319	Senior Maintenance Worker (Granados,H)	A	5,886.00	70,632.00	69,137.97	7,576.79	182	3,457.04	0	0	2,988.28	16,799.90	99,959.98	4,323.87	-8,734.99	13,058.86	104,283.85
320	Police Officer (Elisarraraz,M)	A	6,995.00	83,940.00	71,317.79	5,296.69	88	0	0	0	3,230.33	13,104.29	92,949.10	11,021.85	-7,547.64	18,569.49	103,970.95
321	Communications Installer (Thompson Jr,T)	A	6,749.00	80,988.00	79,119.02	477.82	8	0	0	0	2,180.44	16,799.90	98,577.18	4,710.56	-9,517.92	14,228.48	103,287.74
322	Equipment Mechanic III (Henderson,K)	A	6,265.00	75,180.00	79,959.98	1,254.67	21	0	0	0	578.31	16,799.90	98,592.86	4,037.85	-9,595.31	13,633.16	102,630.71
323	Executive Secretary (Chalmers,S)	A	6,422.00	77,064.00	75,926.25	2,289.63	43	0	0	0	3,035.18	16,799.90	98,050.96	4,507.77	-9,111.17	13,618.94	102,558.73
324	Assistant Engineer (Nikou,R)	A	7,274.00	87,288.00	82,755.82	0	0	0	0	0	0	15,507.60	98,263.42	4,201.27	-9,930.71	14,131.98	102,464.69
325	Code Enforcement Officer (Saito,D)	A	6,905.00	82,860.00	81,107.25	358.53	9	0	0	0	0	16,799.90	98,265.68	4,100.83	-9,732.86	13,833.69	102,366.51
326	Senior Maintenance Worker (Avila,E)	A	5,886.00	70,632.00	69,137.99	7,361.16	201	3,457.04	0	0	543.32	16,799.90	97,299.41	4,323.87	-8,734.99	13,058.86	101,623.28
327	Executive Secretary (Rosales,M)	A	6,422.00	77,064.00	75,433.91	235.3	6	3,771.80	0	0	592.8	16,799.90	96,833.71	4,705.20	-9,504.62	14,209.82	101,538.91
328	Management Analyst (Wang,Y)	A	7,493.00	89,916.00	82,588.65	0	0	0	0	0	1,233.75	12,276.85	96,099.25	4,984.27	-9,047.20	14,031.47	101,083.52
329	Lead Maintenance Worker (Mackinen,P)	A	6,810.00	81,720.00	77,606.17	177.83	3	0	700	291.6	673.55	16,799.90	96,249.05	4,593.90	-9,371.31	13,965.21	100,842.95
330	Park Ranger (Lemus,G)	A	6,539.00	78,468.00	74,257.54	1,163.45	28	3,858.14	0	0	0	16,799.90	96,079.03	4,659.05	-9,380.11	14,039.16	100,738.08
331	Executive Secretary (Barner,V)	A	6,422.00	77,064.00	75,433.86	981.73	22	1,885.90	0	0	592.8	16,799.90	95,694.19	4,593.00	-9,278.33	13,871.33	100,287.19
332	Asst Recreation Supervisor (Habiger,T)	A	6,327.00	75,924.00	74,318.02	1,364.11	30	2,620.85	0	275.58	0	16,799.90	95,378.46	4,573.63	-9,232.69	13,806.32	99,952.09
333	Park Ranger (Harkey,A)	A	6,539.00	78,468.00	77,034.47	1,283.87	23	239.53	0	0	0	16,799.90	95,357.77	4,588.74	-9,267.78	13,856.52	99,946.51
334	Communications Officer (Tighe,K)	A	5,484.00	65,808.00	59,422.04	17,024.13	346	632.8	0	0	2,892.74	16,799.90	96,771.61	3,163.41	-7,553.67	10,717.08	99,935.02
335	Crime Analyst (Robbins,M)	A	6,656.00	79,872.00	78,144.00	108.95	1	0	0	0	0	16,799.90	95,052.85	3,859.41	-9,377.29	13,236.70	98,912.26
336	Acting Executive Secretary (Garcia,I)	A	6,422.00	77,064.00	68,864.00	111.15	2	5,165.00	0	0	3,510.00	16,799.90	94,450.05	4,398.92	-8,883.45	13,282.37	98,848.97
337	Civilian Investigator (Dance,J)	A	6,656.00	79,872.00	75,146.52	499.28	9	0	0	1,272.88	0	16,799.90	93,718.58	4,326.21	-9,193.96	13,520.17	98,044.79
338	Executive Secretary (Traylor,M)	A	6,422.00	77,064.00	75,433.89	1,222.65	22	0	0	0	37.05	16,799.90	93,493.49	4,480.92	-9,052.10	13,533.02	97,974.41

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					Base Pay	Overtime Pay	Hours	Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost	
339	Executive Secretary (Ross,L)	A	6,422.00	77,064.00	75,433.82	0	0	0	0	0	0	592.8	16,799.90	92,826.52	4,480.89	-9,052.10	13,532.99	97,307.41
340	Property/Evidence Specialist (Pham,M)	A	6,675.00	80,100.00	76,614.80	182.57	3	0	0	0	0	308.08	16,206.61	93,312.06	3,857.72	-9,193.74	13,051.46	97,169.78
341	Police Officer (Soto Leyva,J)	A	8,098.00	97,176.00	55,595.90	12,555.80	207	0	0	0	0	2,616.27	14,670.00	85,437.97	11,631.98	-8,149.74	19,781.72	97,069.95
342	Crime Scene Specialist (Rueda,R)	A	5,917.00	71,004.00	66,781.97	2,523.23	66	6,418.49	0	0	566.93	0	16,799.90	93,090.52	3,642.31	-8,849.06	12,491.37	96,732.83
343	Executive Secretary (Julian,S)	A	6,422.00	77,064.00	75,322.71	109.21	0	0	0	0	0	0	16,799.90	92,231.82	4,473.76	-9,038.75	13,512.51	96,705.58
344	Engineering Technician III (Ashamalla,F)	A	6,588.00	79,056.00	75,102.11	0	0	0	0	1,014.45	0	0	16,799.90	92,916.46	3,695.04	-9,133.94	12,828.98	96,611.50
345	Maintenance Worker (Gonzalez,J)	A	5,409.00	64,908.00	63,534.95	5,243.66	141	3,176.68	0	0	0	3,682.27	16,799.90	92,437.46	3,974.62	-8,028.93	12,003.55	96,412.08
346	Police Records Shift Supervr (Hendrick,D)	A	6,306.00	75,672.00	70,761.12	2,348.39	66	35.52	0	0	2,425.70	0	16,799.90	92,370.63	3,925.03	-8,805.96	12,730.99	96,295.66
347	Construction Inspector (Gutierrez,J)	A	6,184.00	74,208.00	69,184.76	2,415.29	54	3,459.12	0	0	0	543.69	16,799.90	92,402.76	3,672.65	-8,717.35	12,390.00	96,075.41
348	Executive Secretary (Sorensen,V)	A	6,422.00	77,064.00	74,692.80	0	0	0	0	0	0	0	16,799.90	91,492.70	4,433.21	-8,963.13	13,396.34	95,925.91
349	Senior Maintenance Worker (Avila,C)	A	5,886.00	70,632.00	69,137.97	2,133.63	53	3,457.04	0	0	0	33.96	16,799.90	91,562.50	4,323.87	-8,734.99	13,058.86	95,886.37
350	Accounting Specialist II (Koh,A)	A	6,247.00	74,964.00	73,378.09	0	0	0	0	0	0	453.03	16,799.90	90,631.02	4,358.71	-8,805.44	13,164.15	94,989.73
351	Facilities Maint Technician (Vo,T)	A	6,086.00	73,032.00	71,487.10	2,372.86	67	0	0	0	0	640.08	16,799.90	91,299.94	3,614.45	-8,578.47	12,192.92	94,914.39
352	Police Records Bureau Supv (Rogers,O)	A	7,190.00	86,280.00	71,552.99	321.17	9	2,324.10	0	0	0	132.74	16,799.90	91,130.90	3,767.20	-8,865.26	12,632.46	94,898.10
353	Fire Fighter (McClanahan,C)	T	6,586.00	79,032.00	60,517.36	3,108.85	43	0	0	0	281.4	4,877.62	18,735.00	87,520.23	7,276.10	-9,029.09	16,305.19	94,796.33
354	Crime Scene Specialist (Davila,S)	A	5,917.00	71,004.00	65,206.28	6,244.34	142	1,243.82	0	0	2,124.38	0	16,799.90	91,618.72	3,131.71	-8,166.92	11,298.63	94,750.43
355	Building Technician II (Tol,J)	A	6,292.00	75,504.00	73,906.80	299.48	6	0	0	0	0	0	16,799.90	91,006.18	3,736.73	-8,868.86	12,605.59	94,742.91
356	Graphics Designer (Clark,G)	A	6,261.00	75,132.00	73,542.67	0	0	0	0	0	0	0	16,799.90	90,342.57	4,368.59	-8,825.03	13,193.62	94,711.16
357	Community Services Specialist (Chervony,J)	A	5,945.00	71,340.00	69,693.56	162.91	3	3,484.88	0	0	0	171.49	16,799.90	90,312.74	4,358.18	-8,805.02	13,163.20	94,670.92
358	Senior Engineer (Muhammad,S)	T	10,430.00	125,160.00	74,103.09	135.39	2	0	0	0	0	6,712.30	10,338.40	91,289.18	3,350.85	-8,892.35	12,243.20	94,640.03
359	Assistant Planner (Aglupos,J)	A	6,085.00	73,020.00	71,475.32	2,367.07	64	0	0	0	0	0	16,799.90	90,642.29	3,613.79	-8,577.05	12,190.84	94,256.08
360	Construction Inspector (Soto,E)	A	6,184.00	74,208.00	69,184.79	723.7	18	3,459.12	0	0	0	0	16,799.90	90,167.51	3,672.67	-8,717.35	12,390.02	93,840.18
361	Deputy City Clerk (Bennett,S)	A	5,233.00	62,796.00	61,346.80	12,216.83	273	0	0	0	0	241.52	16,799.90	90,605.05	3,100.61	-7,361.68	10,462.29	93,705.66
362	Building Technician II (Larsen,S)	A	6,292.00	75,504.00	70,777.58	2,193.71	49	0	0	0	263.08	0	16,799.90	90,034.27	3,550.48	-8,524.81	12,075.29	93,584.75
363	Sr Police Records Technician (Hinrichs,T)	A	5,348.00	64,176.00	62,787.48	729.22	15	5,798.33	0	0	0	2,961.97	16,799.90	89,076.90	4,261.36	-8,609.30	12,870.66	93,338.26
364	Sr Police Records Technician (Castillo,L)	A	5,348.00	64,176.00	62,432.72	1,244.79	25	5,575.37	0	0	0	2,961.97	16,799.90	89,014.75	4,220.68	-8,529.02	12,749.70	93,235.43

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Row	Job Title / Name	2020 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	Hours	Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
365	Code Enforcement Officer (Karuga,W)	A	5,965.00	71,580.00	66,852.77	405.66	11	0	0	5,818.06	550.62	16,799.90	90,427.01	2,701.19	-8,709.03	11,410.22	93,128.20
366	Asst Recreation Supervisor (Pena,M)	A	6,026.00	72,312.00	68,638.18	450.5	8	2,838.75	0	139.08	0	16,799.90	88,866.41	4,238.83	-8,593.92	12,832.75	93,105.24
367	Code Enforcement Officer (Antonio,A)	A	6,263.00	75,156.00	71,241.80	1,093.56	23	0	0	398.86	0	16,799.90	89,534.12	3,564.79	-8,596.88	12,161.67	93,098.91
368	Buyer (Fuentes,M)	A	6,163.00	73,956.00	69,463.85	279.42	5	0	0	2,400.13	0	16,799.90	88,943.30	3,230.20	-8,622.10	11,852.30	92,173.50
369	Accounting Specialist I (Rosiles,R)	A	5,406.00	64,872.00	63,499.69	514.12	13	3,175.12	0	0	4,179.26	16,799.90	88,168.09	3,960.57	-8,000.96	11,961.53	92,128.66
370	Administrative Secretary (Lara,P)	A	5,841.00	70,092.00	65,385.47	310	6	4,434.87	0	0	0	16,799.90	86,930.24	4,154.38	-8,386.57	12,540.95	91,084.62
371	Assistant Planner (Arios,J)	A	6,085.00	73,020.00	68,068.94	2,051.50	57	0	0	0	534.92	16,799.90	87,455.26	3,441.70	-8,168.26	11,609.96	90,896.96
372	Sr Police Records Technician (Angulano,M)	A	5,348.00	64,176.00	62,818.39	269.97	6	3,140.99	0	0	2,961.97	16,799.90	85,991.22	4,106.03	-8,294.11	12,400.14	90,097.25
373	Police Officer (Sharman-Barnes,S)	T	6,995.00	83,940.00	55,287.38	4,186.89	84	0	0	0	5,176.83	16,626.00	81,277.10	8,734.01	-7,740.16	16,474.17	90,011.11
374	Deputy City Clerk (Nguyen,D)	A	5,770.00	69,240.00	64,545.06	4,827.26	99	0	0	0	0	16,799.90	86,172.22	3,834.15	-7,745.42	11,579.57	90,006.37
375	Administrative Secretary (Stueve,M)	A	5,841.00	70,092.00	68,609.26	0	0	0	0	0	0	16,799.90	85,409.16	4,075.48	-8,233.13	12,308.61	89,484.64
376	Code Enforcement Officer (Godinez,A)	A	5,410.00	64,920.00	63,189.45	518.34	11	3,159.38	0	1,399.87	0	16,799.90	85,066.94	3,778.30	-8,126.87	11,905.17	88,845.24
377	Video Production Specialist (Dam,R)	A	5,819.00	69,828.00	68,350.92	134.28	4	0	0	0	0	16,799.90	85,285.10	3,455.93	-8,202.07	11,658.00	88,741.03
378	Parks and Community Svcs Dir (Minter,J)	A	12,889.00	154,668.00	71,385.14	0	0	0	0	3,600.00	0	7,608.81	82,593.95	5,675.04	-7,138.56	12,813.60	88,268.99
379	Senior Maintenance Worker (Gonzalez,G)	A	5,339.00	64,068.00	62,361.14	5,513.18	155	0	0	117.23	0	16,799.90	84,791.45	3,141.93	-7,497.39	10,639.32	87,933.38
380	Maintenance Worker (Ceniceros,T)	A	5,409.00	64,908.00	63,534.91	3,707.13	103	0	0	0	499.29	16,799.90	84,541.23	3,212.32	-7,624.30	10,836.62	87,753.55
381	Assistant Planner (Walsh,K)	A	5,795.00	69,540.00	66,285.54	66.1	1	0	0	891.67	0	16,799.90	84,043.21	3,257.43	-8,061.34	11,318.77	87,300.64
382	Police Officer (Nicolas,O)	A	6,995.00	83,940.00	67,702.28	3,389.87	69	0	0	0	3,589.34	3,514.62	78,196.11	8,882.21	-6,238.34	15,120.55	87,078.32
383	Crime Scene Specialist (Aleman,K)	A	5,367.00	64,404.00	60,659.79	1,734.18	54	3,686.28	0	656.58	0	16,799.90	83,536.73	3,164.45	-7,772.63	10,937.08	86,701.18
384	Police Officer (McMahon,H)	A	6,995.00	83,940.00	67,702.28	3,541.21	59	0	0	0	2,936.54	3,335.46	77,515.49	8,882.21	-6,238.34	15,120.55	86,397.70
385	Sr Police Records Technician (Gonzalez,C)	A	5,348.00	64,176.00	62,540.74	157.82	3	2,907.14	0	0	0	16,799.90	82,405.60	3,889.18	-7,868.06	11,757.24	86,294.78
386	Emergency Medical Svcs Coord (Grihalva,L)	A	4,724.00	56,688.00	79,581.16	0	0	0	0	0	0	79,581.16	6,001.15	-8,347.09	14,348.24	85,582.31	
387	Sr Police Records Technician (Webb,T)	A	5,348.00	64,176.00	63,049.76	1,874.35	41	0	0	0	0	16,799.90	81,724.01	3,758.15	-7,589.50	11,347.65	85,482.16
388	Community Services Specialist (Soukhaseum,S)	A	5,392.00	64,704.00	62,510.99	2,282.70	52	357.69	0	0	0	16,799.90	81,951.28	3,153.25	-7,501.25	10,654.50	85,104.53
389	Maintenance Worker (Sadamoto,H)	A	5,409.00	64,908.00	63,534.95	0	0	0	0	0	499.29	16,799.90	80,834.14	3,785.84	-7,647.70	11,433.54	84,619.98
390	Maintenance Worker (Barraza,F)	A	5,409.00	64,908.00	63,534.89	0	0	0	0	0	499.29	16,799.90	80,834.08	3,785.84	-7,647.70	11,433.54	84,619.92

City of Costa Mesa 2020 Compensation and Benefits Report

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					Base Pay	Overtime Pay	Hours	Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost			
391	Sr Police Records Technician (Duesund,E)	A	5,348.00	64,176.00	62,957.33	821.47	18	46.28	0	0	0	0	16,799.90	80,624.98	3,752.13	-7,578.42	11,330.55	84,377.11		
392	Senior Maintenance Worker (Solis-Ponce,J)	A	5,339.00	64,068.00	62,712.84	844.82	26	0	700	0	0	0	16,799.90	81,057.56	3,170.78	-7,525.51	10,696.29	84,228.34		
393	Facilities Maint Technician (Sandoval,J)	A	5,520.00	66,240.00	64,249.67	0	0	0	0	0	0	509.54	16,153.75	80,912.96	3,248.26	-7,709.95	10,958.21	84,161.22		
394	Executive Secretary (Admn) (Hauser,J)	A	5,363.00	64,356.00	62,994.59	475.86	15	0	0	0	0	495.05	16,799.90	80,765.40	3,147.54	-7,559.43	10,706.97	83,912.94		
395	Senior Maintenance Worker (Lopez,A)	A	5,339.00	64,068.00	62,712.84	299.22	8	0	700	0	0	0	16,799.90	80,511.96	3,170.77	-7,525.52	10,696.29	83,682.73		
396	Police Records Administrator (Lozano,S)	R	11,420.00	137,040.00	50,731.14	6,374.34	97	0	0	0	0	17,074.00	6,461.50	80,640.98	2,769.47	-6,096.81	8,866.28	83,410.45		
397	Human Resources Manager (Nakamoto,I)	R	13,913.00	166,956.00	52,013.14	0	0	0	0	0	311.58	18,904.52	9,013.86	80,243.10	3,095.28	-6,241.59	9,336.87	83,338.38		
398	Buyer (Nguyen,J)	A	5,324.00	63,888.00	62,536.58	0	0	0	0	0	0	0	16,799.90	79,336.48	3,161.89	-7,504.38	10,666.27	82,498.37		
399	Executive Secretary (Admn) (Madsen,A)	A	5,363.00	64,356.00	62,288.42	249.08	7	0	0	0	0	0	16,799.90	79,337.40	3,155.39	-7,474.65	10,630.04	82,492.79		
400	Administrative Secretary (Colgan,J)	A	5,298.00	63,576.00	62,231.15	45.85	2	0	0	0	0	0	16,799.90	79,076.90	3,146.36	-7,467.81	10,614.17	82,223.26		
401	Range Master (Leggs,V)	A	5,547.00	66,564.00	62,851.91	656.31	13	0	0	0	0	0	15,507.60	79,015.82	3,202.08	-7,542.26	10,744.34	82,217.90		
402	Administrative Secretary (Hall,S)	A	5,298.00	63,576.00	62,231.10	0	0	0	0	0	0	0	16,799.90	79,031.00	3,146.28	-7,467.81	10,614.09	82,177.28		
403	Sr Maintenance Technician (Carpenter,B)	A	5,345.00	64,140.00	60,906.16	2,679.44	57	0	0	0	0	0	16,799.90	80,385.50	1,703.76	-8,694.34	10,398.10	82,089.26		
404	Accounting Specialist II (Vega,J)	A	5,140.00	61,680.00	59,841.39	459.36	10	1,495.90	0	0	0	0	88.96	16,799.90	78,685.51	3,106.02	-7,360.40	10,466.42	81,791.53	
405	Community Services Specialist (Quijoux,C)	A	4,890.00	58,680.00	55,670.37	2,680.22	66	3,089.68	0	0	112.93	0	429.88	16,799.90	78,782.98	2,939.10	-7,027.99	9,967.09	81,722.08	
406	Community Services Specialist (Velaquez,K)	A	4,890.00	58,680.00	56,770.56	1,712.46	38	2,963.31	0	0	112.93	0	315.69	16,799.90	78,674.85	3,007.83	-7,166.59	10,174.42	81,682.68	
407	Budget Analyst (Birn,D)	A	7,624.00	91,488.00	58,794.68	9,211.19	145	0	0	0	0	0	156.21	9,692.25	77,854.33	3,477.85	-6,813.56	10,291.41	81,332.18	
408	Recreation Coordinator (Franco,E)	A	4,886.00	58,632.00	56,101.22	1,879.57	59	1,897.03	0	0	0	0	445.59	214.75	16,799.90	77,338.06	2,808.83	-6,770.82	9,579.65	80,146.89
409	Human Resources Analyst (Medalie,E)	A	7,978.53	95,742.40	72,831.00	0	0	0	0	0	0	0	0	72,831.00	7,253.66	-5,194.46	12,448.12	80,084.66		
410	Acting Equipment Mechanic III (Limon,M)	T	5,831.00	69,972.00	57,576.37	2,523.78	54	0	592.24	0	234.47	0	2,044.21	14,215.30	77,186.37	2,845.51	-6,641.13	9,486.64	80,031.88	
411	Community Outreach Worker (Mahoney,P)	A	5,124.00	61,488.00	58,835.83	281.36	8	0	0	0	450.47	0	0	16,799.90	76,367.56	2,932.24	-7,114.39	10,046.63	79,299.80	
412	Act Human Resources Secretary (Tse,C)	A	5,122.00	61,464.00	58,587.20	681.2	15	0	0	0	0	0	0	16,799.90	76,068.30	2,975.78	-7,030.50	10,006.28	79,044.08	
413	Maintenance Worker (Deutsch,N)	A	4,906.00	58,872.00	56,222.58	3,108.13	95	0	0	0	0	0	0	16,799.90	76,130.61	2,854.62	-6,746.74	9,601.36	78,985.23	
414	Police Records Shift Supv TEMP (Zangger,J)	T	3,152.93	37,835.20	51,778.42	807.56	20	2,473.84	0	0	0	0	15,019.44	6,461.50	76,540.76	1,745.35	-3,842.15	5,587.50	78,286.11	
415	Code Enforcement Officer (Jimenez,R)	A	4,907.00	58,884.00	57,314.38	17.08	1	0	0	0	0	0	972.85	16,799.90	75,104.21	2,797.04	-6,981.33	9,778.37	77,901.25	
416	Park Ranger (Quot,O)	A	4,648.00	55,776.00	52,872.23	2,963.05	76	1,877.12	0	0	0	0	320.02	16,799.90	74,832.32	2,747.40	-6,657.36	9,404.76	77,579.72	

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					Base Pay	Overtime Pay	Hours	Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
417	Permit Processing Specialist (Stevens,B)	A	4,837.00	58,044.00	56,816.11	93.67	2	0	0	0	0	16,799.90	73,709.68	2,872.61	-6,818.00	9,690.61	76,582.29
418	Police Records Technician (Romo,E)	A	4,504.00	54,048.00	50,745.78	489.71	12	4,983.38	0	750.14	0	16,799.90	73,768.91	2,726.89	-6,767.41	9,494.30	76,495.80
419	Equipment Mechanic II (Henriquez,C)	A	4,909.00	58,908.00	54,604.52	1,110.49	38	0	0	470.88	410.95	16,799.90	73,396.74	2,714.07	-6,601.94	9,316.01	76,110.81
420	Management Analyst (Hastor,A)	T	7,493.00	89,916.00	52,338.45	3,083.51	52	0	0	1,021.06	7,438.82	9,692.25	73,574.09	2,200.38	-6,385.87	8,586.25	75,774.47
421	Maintenance Worker (Lucio,A)	A	4,672.00	56,064.00	54,673.04	397.93	16	0	0	0	410.77	16,799.90	72,281.64	2,766.05	-6,560.82	9,326.87	75,047.69
422	Administrative Secretary (CON) (Gonzalez,G)	A	4,646.00	55,752.00	53,140.26	5,583.78	140	0	0	0	938.48	10,984.55	70,647.07	3,527.77	-5,546.49	9,074.26	74,174.84
423	Finance Director (Telford,K)	T	15,313.00	183,756.00	38,871.47	0	0	0	0	1,800.00	23,686.85	6,067.38	70,425.70	2,993.10	-3,498.44	6,491.54	73,418.80
424	Community Services Specialist (Ramirez,L)	A	4,435.00	53,220.00	50,848.08	2,607.55	82	12.18	0	97.38	194.95	16,799.90	70,560.04	2,570.28	-6,113.38	8,683.66	73,130.32
425	Police Records Technician (Sanchez,M)	A	4,504.00	54,048.00	50,393.14	27.5	0	2,318.14	0	784.58	0	16,799.90	70,323.26	2,570.37	-6,419.50	8,989.87	72,893.63
426	Police Records Technician (Whitehead,D)	A	4,504.00	54,048.00	50,112.67	255.08	6	2,532.78	0	0	0	16,799.90	69,700.43	2,652.73	-6,305.55	8,958.28	72,353.16
427	Police Records Technician (Corlett,J)	A	4,086.00	49,032.00	47,612.72	540.27	16	4,213.05	0	102.37	0	16,799.90	69,268.31	2,607.72	-6,230.97	8,838.69	71,876.03
428	Office Specialist II (Gomez,L)	A	4,405.00	52,860.00	50,772.60	507.75	15	871.97	0	353.58	0	16,799.90	69,305.80	2,552.17	-6,115.98	8,668.15	71,857.97
429	Police Records Technician (Munguia,M)	A	4,086.00	49,032.00	47,231.83	515.57	14	4,158.71	0	291.94	0	16,799.90	68,997.95	2,565.92	-6,192.28	8,758.20	71,563.87
430	Communications Officer (Ammann,K)	A	3,332.33	39,988.00	62,428.06	439.48	8	0	0	2,028.42	0	0	64,895.96	6,048.33	-4,588.87	10,637.20	70,944.29
431	Management Analyst (CON) (Jakher,H)	A	5,959.00	71,508.00	54,071.01	0	0	0	0	238.4	1,238.25	12,276.85	67,824.51	2,838.59	-5,904.77	8,743.36	70,663.10
432	Permit Processing Specialist (Rosendale,I)	A	4,607.00	55,284.00	50,630.82	119.86	5	0	0	0	0	16,799.90	67,550.58	2,567.67	-6,075.77	8,643.44	70,118.25
433	Website Coordinator (Azad,A)	A	5,268.00	63,216.00	51,666.92	843.39	19	0	0	0	0	14,215.30	66,725.61	3,093.70	-6,200.09	9,293.79	69,819.31
434	Police Records Technician (Malouf,J)	A	4,086.00	49,032.00	47,172.88	232	10	2,370.60	0	661.43	0	16,799.90	67,236.81	2,432.12	-6,023.24	8,455.36	69,668.93
435	Police Recruit (Leonard,D)	A	2,600.00	31,200.00	58,627.20	0	0	0	0	0	0	5,221.58	63,848.78	5,817.54	-4,165.29	9,982.83	69,666.32
436	Storekeeper (Sugitan,D)	A	2,936.50	35,238.00	58,430.62	0	0	0	0	0	4,980.76	0	63,411.38	5,815.61	-4,164.52	9,980.13	69,226.99
437	Recreation Coordinator (Nguyen,P)	A	4,019.00	48,228.00	46,326.08	1,275.37	46	1,291.24	0	159.01	0	16,799.90	65,851.60	2,349.92	-5,559.11	7,909.03	68,201.52
438	Communications Officer (Robles,N)	A	6,045.87	72,550.40	57,338.04	1,131.11	22	0	0	1,467.27	2,441.60	0	62,378.02	5,488.84	-4,161.47	9,650.31	67,866.86
439	Assistant Planner (Yeager,C)	A	5,795.00	69,540.00	51,285.72	866.44	1	0	0	0	0	12,276.85	64,429.01	2,736.76	-6,154.30	8,891.06	67,165.77
440	Equipment Mechanic III (Cawthon,G)	T	5,831.00	69,972.00	48,990.35	31.96	1	0	888.44	487.57	770.7	12,923.00	64,092.02	2,278.33	-5,937.32	8,215.65	66,370.35
441	Engineering Technician II (Noorani,N)	A	4,494.10	53,929.20	59,357.10	0	0	0	0	1,180.80	0	0	60,537.90	5,813.71	-4,299.47	10,113.18	66,351.61
442	Code Enforcement Officer (Ruiz,A)	A	4,907.00	58,884.00	50,627.29	0	0	0	0	0	639.48	9,692.25	60,959.02	3,440.71	-5,254.33	8,695.04	64,399.73

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					Base Pay	Overtime Pay	Hours	Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
443	Communications Officer (Brothers,J)	A	6,045.87	72,550.40	53,403.09	523.2	10	0	0	2,170.27	2,385.13	0	58,481.69	5,160.22	-3,940.35	9,100.57	63,641.91
444	Management Aide (Ghaznavi,A)	A	4,222.40	50,668.80	57,473.32	0	0	0	0	411.6	61.86	0	57,946.78	5,690.45	-4,122.47	9,812.92	63,637.23
445	Code Enforcement Officer (Arredondo,M)	A	4,907.00	58,884.00	48,494.81	0	0	0	0	0	521.67	9,692.25	58,708.73	3,239.29	-5,110.37	8,349.66	61,948.02
446	Accounting Specialist II (Foster,T)	A	3,904.38	46,852.50	56,222.92	0	0	0	0	0	1,261.41	0	57,484.33	4,206.80	-5,885.88	10,092.68	61,691.13
447	Storekeeper (Blum,J)	A	2,663.50	31,962.00	55,718.41	0	0	0	0	0	0	0	55,718.41	5,545.10	-3,970.76	9,515.86	61,263.51
448	Maintenance Services Manager (Lindemann,B)	T	10,790.00	129,480.00	32,370.00	0	0	0	0	242.34	19,195.41	7,010.78	58,818.53	1,926.34	-3,884.40	5,810.74	60,744.87
449	Police Recruit (Baker,S)	A	2,600.00	31,200.00	50,400.00	0	0	0	0	0	0	3,815.77	54,215.77	5,074.80	-3,528.00	8,602.80	59,290.57
450	Police Recruit (Mezzo,C)	A	2,600.00	31,200.00	50,400.00	0	0	0	0	0	0	3,815.77	54,215.77	5,074.80	-3,636.00	8,710.80	59,290.57
451	Police Recruit (Sapida,K)	A	2,600.00	31,200.00	50,400.00	0	0	0	0	0	0	2,610.79	53,010.79	5,074.80	-3,636.00	8,710.80	58,085.59
452	Office Specialist II (Tafuya,K)	A	2,312.50	27,750.00	51,203.96	780.48	20	0	0	0	933.88	0	52,918.32	5,098.71	-3,651.17	8,749.88	58,017.03
453	Property/Evidence Specialist (Alvarez-Eriach,A)	A	3,922.10	47,065.20	51,668.84	452.66	11	0	0	0	287.4	0	52,408.90	5,140.49	-3,681.04	8,821.53	57,549.39
454	Assistant Engineer (La,I)	T	6,284.00	75,408.00	43,359.67	452.63	12	0	0	0	1,380.55	9,692.25	54,885.10	1,996.17	-5,203.19	7,199.36	56,881.27
455	Equipment Mechanic II (Mejia,J)	A	3,864.90	46,378.80	50,663.81	339.64	8	0	0	0	0	0	51,003.45	5,044.20	-3,612.17	8,656.37	56,047.65
456	Community Outreach Worker (Ogas,S)	A	5,123.73	61,484.80	50,634.53	0	0	0	0	0	0	0	50,634.53	5,041.02	-3,609.93	8,650.95	55,675.55
457	Police Recruit (Garrett,P)	A	2,600.00	31,200.00	50,400.00	0	0	0	0	0	0	0	50,400.00	5,074.80	-3,636.00	8,710.80	55,474.80
458	Community Outreach Worker (Begin,J)	A	5,931.47	71,177.60	49,603.51	0	0	0	0	980.21	0	0	50,583.72	4,873.41	-3,603.44	8,476.85	55,457.13
459	Management Analyst (Lorenzana,L)	A	3,746.60	44,959.20	49,578.15	0	0	0	0	0	78.42	0	49,656.57	4,906.64	-3,512.67	8,419.31	54,563.21
460	Sr Programmer Analyst (CON) (Verderber,W)	A	10,936.00	131,232.00	53,123.73	0	0	0	0	0	0	0	53,123.73	0	0	0	53,123.73
461	Communications Officer (Wardle,A)	A	6,045.87	72,550.40	42,403.85	1,139.17	33	570.84	0	0	0	1,600.87	48,945.48	3,677.96	-3,832.32	7,510.28	52,623.44
462	Communications Officer (Maldonado,M)	A	5,223.00	62,676.00	34,773.12	3,412.52	74	813.6	0	0	0	1,687.43	50,378.92	2,125.76	-4,472.89	6,598.65	52,504.68
463	Crime Prevention Specialist (Martinez,J)	A	3,884.40	46,612.80	47,137.48	0	0	0	0	85.8	0	0	47,223.28	4,687.63	-3,366.76	8,054.39	51,910.91
464	Fire Protection Specialist (Castillo,B)	A	3,952.00	47,424.00	45,814.75	0	0	0	0	1,131.02	332.93	0	47,278.70	4,478.38	-3,352.60	7,830.98	51,757.08
465	Maintenance Assistant (Martinez,A)	A	2,013.27	24,159.20	43,082.14	33.2	1	0	0	167.2	3,609.77	0	46,892.31	4,280.42	-3,086.83	7,367.25	51,172.73
466	Fire Fighter (Palmer,J)	T	6,930.00	83,160.00	31,527.67	1,648.49	16	0	345.72	432.15	3,394.08	9,780.00	47,128.11	3,902.66	-4,828.80	8,731.46	51,030.77
467	Communications Officer (Sheffler,T)	A	5,223.00	62,676.00	34,592.31	1,333.38	28	1,401.20	0	0	0	1,687.43	48,706.57	2,152.59	-4,521.70	6,674.29	50,859.16
468	Police Records Technician (Nguyen,T)	A	3,891.00	46,692.00	34,693.43	0	0	0	1,359.22	0	0	0	48,329.50	1,913.41	-4,326.32	6,239.73	50,242.91

City of Costa Mesa 2020 Compensation and Benefits Report

Row	Job Title / Name	2020 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	Hours	Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
469	Police Officer (Ransdell,E)	R	8,503.00	102,036.00	21,093.97	2,501.84	51	527.34	2,109.42	0	14,232.56	5,426.70	45,891.83	4,280.06	-3,322.29	7,602.35	50,171.89
470	Animal Control Officer (Villicana,A)	T	5,283.00	63,396.00	36,673.64	1,120.80	32	1,833.74	0	0	1,026.22	7,361.10	48,015.50	1,774.13	-4,620.91	6,395.04	49,789.63
471	Recreation Manager - TEMP (Crofts,E)	A	9,753.47	117,041.60	49,520.10	0	0	0	0	0	0	0	49,520.10	0	0	0	49,520.10
472	Office Specialist II (Akau,V)	A	2,312.27	27,747.20	43,855.01	0	0	0	0	249.84	0	0	44,098.85	4,344.38	-3,142.27	7,486.65	48,443.23
473	Maintenance Worker (Lopez,P)	A	2,452.67	29,432.00	42,322.73	0	0	0	0	0	679.2	0	43,001.93	4,212.16	-2,962.58	7,174.74	47,214.09
474	Act Administrative Secretary (Granados Valdez,A)	A	4,359.00	52,308.00	32,513.18	43.91	2	0	0	267.46	0	12,276.85	45,101.40	1,738.79	-3,933.69	5,672.48	46,840.19
475	Police Recruit (South,R)	A	2,600.00	31,200.00	42,000.00	0	0	0	0	0	0	0	42,000.00	4,281.00	-3,069.00	7,350.00	46,281.00
476	Management Aide (Nelson,B)	A	3,102.67	37,232.00	41,462.52	0	0	0	0	628.56	0	0	42,091.08	4,089.74	-3,001.70	7,091.44	46,180.82
477	Communications Officer (Van Es,D)	A	3,332.50	39,990.00	37,898.18	0	0	0	1,894.95	0	3,183.84	0	42,976.97	3,029.78	-4,134.20	7,163.98	46,006.75
478	Permit Processing Specialist (Clark,L)	A	3,980.00	47,760.00	32,613.39	48.39	0	0	0	0	0	11,692.86	44,354.64	1,533.41	-3,913.61	5,447.02	45,888.05
479	Community Services Specialist (Soto,M)	A	2,112.07	25,344.80	39,184.72	1,759.00	50	0	0	0	0	0	40,943.72	3,893.80	-2,788.12	6,681.92	44,837.52
480	Communications Officer (Marquez,V)	T	5,223.00	62,676.00	30,916.14	0	0	603.42	0	0	2,376.87	9,046.10	42,942.53	1,614.39	-3,782.33	5,396.72	44,556.92
481	Police Officer (Kim,J)	A	9,375.00	112,500.00	28,124.98	2,961.24	41	0	0	0	1,298.08	5,868.00	38,252.30	5,994.07	-4,119.23	10,113.30	44,246.37
482	Sr. Management Analyst (CON) (Nieman,M)	A	7,244.00	86,928.00	34,938.39	0	0	0	0	0	0	7,107.65	42,046.04	2,078.79	-4,192.64	6,271.43	44,124.83
483	Engineering Technician I (Polyakova White,E)	A	3,312.40	39,748.80	39,984.68	145.63	4	0	0	0	0	0	40,130.31	3,979.11	-2,849.47	6,828.58	44,109.42
484	Maintenance Assistant (Connor,C)	A	2,219.53	26,634.40	38,605.14	0	0	0	0	311.72	1,843.92	0	40,760.78	2,888.02	-4,082.18	6,970.20	43,648.80
485	Purchasing Supervisor (Serrano,C)	A	9,057.00	108,684.00	35,740.27	313.51	4	0	0	0	0	5,169.20	41,222.98	1,947.79	-4,288.86	6,236.65	43,170.77
486	Property/Evidence Specialist (Vaughn,J)	A	3,736.20	44,834.40	38,683.52	0	0	0	0	370.1	0	0	39,053.62	3,832.66	-2,792.54	6,625.20	42,886.28
487	Park Ranger (Lyttle,L)	A	6,539.00	78,468.00	24,725.51	396.11	11	0	0	0	0	16,153.75	41,275.37	1,452.54	-2,988.84	4,441.38	42,727.91
488	Building Technician (Jacobo,N)	A	3,001.50	36,018.00	38,219.42	0	0	0	0	0	0	0	38,219.42	3,809.11	-2,727.85	6,536.96	42,028.53
489	Code Enforcement Officer (Johnson,N)	A	3,504.80	42,057.60	37,218.28	0	0	0	0	0	754.88	0	37,973.16	3,719.17	-2,663.81	6,382.98	41,692.33
490	Management Analyst (Nielsen,R)	A	3,568.00	42,816.00	32,112.06	0	0	0	0	7,904.21	0	0	40,016.27	1,167.19	-864.59	2,031.78	41,183.46
491	Police Recruit (Haney,J)	A	2,600.00	31,200.00	33,600.00	517.5	12	0	0	0	0	2,610.79	36,728.29	3,487.20	-2,502.00	5,989.20	40,215.49
492	Police Records Technician (Duong,S)	A	4,086.00	49,032.00	31,525.59	0	0	616.42	0	104.28	917.34	5,169.20	38,332.83	1,852.26	-2,775.48	4,627.74	40,185.09
493	Permit Processing Specialist (Castorela,E)	A	2,089.50	25,074.00	36,491.66	0	0	0	0	0	0	0	36,491.66	3,630.68	-2,599.81	6,230.49	40,123.34
494	Office Specialist II (Arrington,T)	A	3,146.00	37,752.00	35,475.35	638.3	19	0	0	0	0	0	36,113.65	3,527.06	-2,525.59	6,052.65	39,640.71

City of Costa Mesa 2020 Compensation and Benefits Report

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					Base Pay	Overtime Pay	Hours	Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
495	Police Officer (Moore,S)	A	9,375.00	112,500.00	24,149.63	2,231.07	32	603.73	2,414.96	0	0	5,696.57	35,095.96	4,532.90	-3,817.84	8,350.74	39,628.86
496	Communications Officer (Francisco,X)	A	3,332.50	39,990.00	34,368.38	252.34	0	0	1,718.44	0	1,845.69	0	38,184.85	1,431.94	-1,431.94	2,863.88	39,616.79
497	Office Specialist II (Ellard,A)	A	2,202.20	26,426.40	35,995.65	0	0	0	0	0	0	0	35,995.65	3,583.41	-2,566.14	6,149.55	39,579.06
498	Budget Specialist (LU)	T	6,653.00	79,836.00	24,910.38	6,355.66	116	0	0	0	1,422.08	5,815.35	38,503.47	1,046.28	-2,989.21	4,035.49	39,549.75
499	Community Services Specialist (Hernandez,J)	A	2,112.07	25,344.80	34,643.19	397.76	11	0	0	0	0	0	35,040.95	3,429.37	-2,455.12	5,884.49	38,470.32
500	Communications Officer (Sagapolutele,M)	T	5,223.00	62,676.00	26,094.91	0	0	572.01	0	0	2,150.57	7,753.80	36,571.29	1,555.20	-3,315.73	4,870.93	38,126.49
501	City Council Member (Reynolds,A)	A	904.4	10,852.80	10,852.92	0	0	0	0	0	0	25,887.50	36,740.42	1,377.70	-1,377.70	2,755.40	38,118.12
502	Property/Evidence Specialist (Haley,D)	A	3,922.10	47,065.20	34,107.20	0	0	0	0	0	0	0	34,107.20	3,454.24	-2,475.60	5,929.84	37,561.44
503	Community Services Specialist (Ariza,J)	A	2,112.07	25,344.80	33,277.30	17.41	0	0	0	63.8	0	0	33,358.51	3,291.75	-2,364.93	5,656.68	36,650.26
504	Police Training Ast TEMP (Gonzalez,J)	A	3,795.00	45,540.00	36,607.22	0	0	0	0	0	0	0	36,607.22	0	0	0	36,607.22
505	City Council Member (Mansoor,A)	T	904.4	10,852.80	10,435.49	0	0	0	0	0	25,280.75	35,716.24	778.54	-1,092.50	1,871.04	36,494.78	
506	City Council Member (Chavez,M)	A	904.4	10,852.80	10,852.92	0	0	0	0	0	0	24,320.14	35,173.06	1,318.98	-1,318.98	2,637.96	36,492.04
507	City Council Member (Genis,S)	T	904.4	10,852.80	10,143.25	0	0	0	0	0	25,280.75	35,424.00	1,005.77	-710.06	1,715.83	36,429.77	
508	Code Enforcement Officer (Yoshida,J)	A	2,453.53	29,442.40	33,969.09	0	0	0	0	0	0	0	33,969.09	2,084.82	-1,396.51	3,481.33	36,053.91
509	Mayor (Foley,K)	A	904.4	10,852.80	10,852.92	0	0	0	0	0	24,067.23	34,920.15	811.85	-1,136.20	1,948.05	35,732.00	
510	Community Services Specialist (Peters,J)	A	4,459.00	53,508.00	33,126.19	0	0	0	0	116.03	0	0	33,242.22	2,296.28	-3,495.78	5,792.06	35,538.50
511	Maintenance Assistant (Brito,D)	A	1,826.07	21,912.80	32,051.79	0	0	0	0	0	642.24	0	32,694.03	2,760.54	-2,061.31	4,821.85	35,454.57
512	Crime Scene Specialist (Altamirano,C)	A	2,433.60	29,203.20	31,969.08	0	0	0	0	0	0	0	31,969.08	3,239.65	-2,321.84	5,561.49	35,208.73
513	Police Officer (Howard,J)	A	6,995.00	83,940.00	20,984.99	2,602.95	43	0	0	0	968.54	5,361.44	29,917.92	4,472.42	-3,073.47	7,545.89	34,390.34
514	Office Specialist (Jimenez,G)	A	2,640.30	31,683.60	30,791.50	195.85	7	0	0	226.98	0	0	31,214.33	3,050.11	-2,213.48	5,263.59	34,264.44
515	Community Services Specialist (Pimentel Garcia,C)	A	2,328.73	27,944.80	30,934.54	0	0	0	0	122.88	0	0	31,057.42	3,078.60	-2,220.63	5,299.23	34,136.02
516	Office Specialist II (Miranda,A)	A	2,097.33	25,168.00	30,753.12	0	0	0	0	98.9	530.15	0	31,382.17	2,538.79	-1,932.03	4,470.82	33,920.96
517	City Council Member (Stephens,J)	T	904.4	10,852.80	8,149.85	0	0	0	0	0	24,137.87	32,287.72	1,210.73	-1,210.73	2,421.46	33,498.45	
518	Police Officer (Cover,K)	T	9,375.00	112,500.00	15,144.25	811.3	10	378.6	1,514.42	0	10,245.62	2,541.06	30,635.25	2,859.14	-2,576.47	5,435.61	33,494.39
519	Management Aide - Confidential (Ruiz,A)	T	2,590.47	31,085.60	28,021.88	0	0	0	0	0	2,230.69	0	30,252.57	2,779.27	-1,989.87	4,769.14	33,031.84
520	Community Outreach Worker (Moddy,C)	A	3,269.93	39,239.20	32,306.48	0	0	0	0	0	528.23	0	32,834.71	0	0	0	32,834.71

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					Base Pay	Overtime Pay	Hours	Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost	
521	Sr Communications Supv - TEMP (Pittington,C)	A	5,311.00	63,732.00	32,233.78	0	0	0	0	0	0	0	0	32,233.78	0	0	0	32,233.78
522	Recreation Specialist (Fujitani,B)	A	1,700.40	20,404.80	27,487.62	0	0	0	211.53	0	1,583.13	0	0	29,282.28	2,720.13	-1,972.36	4,692.49	32,002.41
523	Recreation Specialist (Sumioka,A)	T	1,785.33	21,424.00	27,497.12	0	0	0	0	705.47	627.69	0	0	28,830.28	2,693.30	-2,019.74	4,713.04	31,523.58
524	Recreation Specialist (Contreras,H)	T	1,874.60	22,495.20	24,554.35	0	0	0	0	298.53	3,417.48	0	0	28,270.36	2,379.77	-1,735.27	4,115.04	30,650.13
525	Fire Fighter (Beutz,G)	R	9,125.00	109,500.00	16,846.16	1,034.08	28	0	1,241.00	0	3,670.81	3,912.00	0	26,704.05	3,654.63	-2,742.81	6,397.44	30,358.68
526	Community Outreach Worker (Bennett,C)	A	2,690.13	32,281.60	29,107.76	0	0	0	0	0	0	0	0	29,107.76	1,091.55	-1,091.55	2,183.10	30,199.31
527	Combination Inspector (Hendricks,R)	A	6,818.00	81,816.00	16,415.17	0	0	0	0	0	0	12,923.00	0	29,338.17	774.65	-1,969.85	2,744.50	30,112.82
528	Office Specialist II (Carpenter,L)	T	5,099.00	61,188.00	21,180.46	0	0	0	0	0	1,951.84	5,815.35	0	28,947.65	1,154.52	-2,541.69	3,696.21	30,102.17
529	Police Reserve Officer (Guth,D)	A	3,293.33	39,520.00	22,382.00	114	2	0	0	0	3,762.00	0	0	26,258.00	3,609.33	-3,133.48	6,742.81	29,867.33
530	City Council Member (Marr,A)	A	904.4	10,852.80	8,348.40	0	0	0	0	0	0	20,224.66	0	28,573.06	1,071.46	-1,071.46	2,142.92	29,644.52
531	Recreation Specialist (Pulaski,L)	A	4,340.00	52,080.00	26,997.68	0	0	0	0	0	137.71	0	0	27,135.39	2,044.78	-2,801.67	4,846.45	29,180.17
532	Permit Processing Specialist (Oosterhof,N)	A	3,610.53	43,326.40	28,099.78	0	0	0	0	0	0	0	0	28,099.78	1,053.73	-1,053.73	2,107.46	29,153.51
533	Recreation Specialist (Martinez,J)	T	1,618.93	19,427.20	23,507.58	0	0	0	500	907.87	1,863.75	0	0	26,779.20	2,280.68	-1,742.79	4,023.47	29,059.88
534	Sr. Community Services Leader (Rothfuss,S)	A	1,469.00	17,628.00	23,924.97	0	0	0	0	0	1,932.32	0	0	25,857.29	2,195.86	-1,703.09	3,898.95	28,053.15
535	Recreation Specialist (Pulaski,E)	A	3,400.80	40,809.60	21,979.15	0	0	0	38.46	29.85	3,456.22	0	0	25,503.68	2,176.01	-1,543.34	3,719.35	27,679.69
536	Executive Secretary (Burch,A)	T	5,825.00	69,900.00	18,819.23	725.92	19	0	0	0	2,777.86	4,523.05	0	26,846.06	790.37	-2,258.34	3,048.71	27,636.43
537	Communications Officer (Gross,S)	T	5,223.00	62,676.00	19,345.23	0	0	1,012.48	0	0	1,217.36	5,169.20	0	26,744.27	885.39	-2,529.70	3,415.09	27,629.66
538	Sr. Community Services Leader (Brucelas,E)	A	1,399.67	16,796.00	24,202.14	0	0	0	0	0	726.75	0	0	24,928.89	2,388.07	-1,714.74	4,102.81	27,316.96
539	Management Aide - Confidential (Torres,J)	A	2,590.47	31,085.60	25,832.47	0	0	0	0	0	0	0	0	25,832.47	968.73	-968.73	1,937.46	26,801.20
540	Police Records Technician (Echevarria,B)	T	4,290.00	51,480.00	17,572.51	272.25	11	1,037.66	0	0	0	999.41	5,815.35	25,697.18	781.63	-2,233.23	3,014.86	26,478.81
541	Animal Control Officer (Needler,G)	A	3,773.90	45,286.80	25,264.84	0	0	0	0	0	0	0	0	25,264.84	947.43	-947.43	1,894.86	26,212.27
542	Fire Fighter (McVey,E)	R	9,125.00	109,500.00	902.47	0	0	0	370.42	0	23,683.14	978	0	25,934.03	240.63	-180.58	421.21	26,174.66
543	Code Enforcement Officer (Ramos Rodriguez,A)	A	3,452.50	41,430.00	25,216.49	0	0	0	0	0	119.51	0	0	25,336.00	0	0	0	25,336.00
544	Human Resources Analyst (Chapman-Moyer,S)	A	3,989.27	47,871.20	22,677.82	0	0	0	0	210.64	0	0	0	22,888.46	2,355.06	-1,602.21	3,957.27	25,243.52
545	Recreation Specialist (McMurdo,C)	T	2,428.40	29,140.80	20,827.81	0	0	0	0	245.7	1,143.78	0	0	22,217.29	2,060.32	-1,503.97	3,564.29	24,277.61
546	Police Reserve Officer (Garwood III,G)	T	3,293.33	39,520.00	19,570.00	2,878.50	51	0	0	0	665.38	0	0	23,113.88	866.77	-866.77	1,733.54	23,980.65

City of Costa Mesa 2020 Compensation and Benefits Report

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					Base Pay	Overtime Pay	Hours	Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost	
547	Assistant Planner (Galmiche,J)	T	3,406.00	40,872.00	20,003.70	0	0	0	0	0	0	608.1	0	20,611.80	1,925.73	-1,376.79	3,302.52	22,537.53
548	Sr Communications Officer (Stauffer,M)	T	7,145.00	85,740.00	9,893.10	0	0	0	0	0	0	10,104.96	1,938.45	21,936.51	594.44	-1,308.61	1,903.05	22,530.95
549	Crime Scene Specialist (Nguyen,S)	A	3,262.00	39,144.00	20,437.58	0	0	0	0	0	0	0	0	20,437.58	2,030.33	-1,453.79	3,484.12	22,467.91
550	Sr. Community Services Leader (Medrano,R)	A	1,332.93	15,995.20	18,193.01	0	0	0	0	0	0	1,702.12	0	19,895.13	1,809.71	-1,295.93	3,105.64	21,704.84
551	Sr. Community Services Leader (Perez,Y)	A	1,469.00	17,628.00	18,772.69	0	0	0	0	0	190.4	847.5	0	19,810.59	1,856.27	-1,351.36	3,207.63	21,666.86
552	Police Aide (Garcia,E)	A	1,310.40	15,724.80	19,990.80	0	0	0	0	43.2	0	0	0	20,034.00	1,627.67	-1,237.80	2,865.47	21,661.67
553	Building Official (Shahrouj)	T	13,068.00	156,816.00	6,031.39	0	0	0	0	64.78	13,507.29	1,001.54	0	20,605.00	389.03	-603.14	992.17	20,994.03
554	Sr. Community Services Leader (Martinez,E)	A	1,332.93	15,995.20	17,396.11	23.07	1	0	0	56.2	858.21	0	0	18,839.59	1,700.98	-1,288.34	2,989.32	20,540.57
555	ActExec Assist to the City Mgr (Jimenez,E)	A	2,679.73	32,156.80	18,322.66	0	0	0	0	63.69	224.16	0	0	18,610.51	1,804.10	-1,298.74	3,102.84	20,414.61
556	Police Aide (Siemawski,N)	A	1,310.40	15,724.80	17,910.36	550.8	26	0	0	84.6	0	0	0	18,545.76	1,771.68	-1,279.44	3,051.12	20,317.44
557	Police Reserve Officer (Dehuff,D)	A	3,293.33	39,520.00	17,290.00	0	0	0	0	0	0	0	0	17,290.00	2,816.17	-2,420.60	5,236.77	20,106.17
558	Sr. Community Services Leader (Zuazo,J)	A	1,269.67	15,236.00	17,494.77	0	0	0	0	0	0	765.95	0	18,260.72	1,741.13	-1,246.83	2,987.96	20,001.85
559	Police Records Technician (Loughlin,J)	A	1,945.67	23,348.00	17,960.00	0	0	0	0	0	0	0	0	17,960.00	1,813.94	-1,299.89	3,113.83	19,773.94
560	Community Services Leader III (Ojeda-Jimenez,J)	A	1,249.73	14,996.80	17,231.19	0	0	0	0	0	0	576.66	0	17,807.85	1,725.95	-1,236.34	2,962.29	19,533.80
561	Community Services Leader III (Huynh,J)	A	1,249.73	14,996.80	17,481.81	0	0	0	0	0	0	137.3	0	17,619.11	1,480.64	-1,114.52	2,595.16	19,099.75
562	Police Recruit (Apahidean,C)	A	2,600.00	31,200.00	16,800.00	517.5	12	0	0	0	0	0	0	17,317.50	1,755.60	-1,260.00	3,015.60	19,073.10
563	Community Services Leader III (Gamboa,C)	A	1,312.13	15,745.60	16,376.14	0	0	0	0	387.76	151.4	0	0	16,915.30	1,603.12	-1,192.86	2,795.98	18,518.42
564	Police Aide (Cortez Rosete,K)	A	1,248.00	14,976.00	17,244.60	20.57	1	0	0	31.74	0	0	0	17,296.91	648.64	-648.64	1,297.28	17,945.55
565	Assistant Engineer (Soriano Bonilla,H)	T	6,928.00	83,136.00	8,153.68	4,916.21	123	0	0	0	0	2,558.03	1,938.45	17,566.37	342.46	-978.44	1,320.90	17,908.83
566	Management Analyst (Christ,J)	T	4,130.50	49,566.00	13,440.03	0	0	0	0	0	0	2,482.59	0	15,922.62	1,270.09	-907.2	2,177.29	17,192.71
567	Police Aide (Ricci,A)	A	1,248.00	14,976.00	16,419.64	61.7	3	0	0	27.26	0	0	0	16,508.60	619.08	-619.08	1,238.16	17,127.68
568	Community Services Leader III (Huertz,C)	A	1,249.73	14,996.80	15,433.63	0	0	0	0	47.27	425.64	0	0	15,906.54	1,140.65	-898.41	2,039.06	17,047.19
569	Community Services Leader III (Mendoza,J)	T	1,312.13	15,745.60	13,860.67	0	0	0	0	0	1,252.68	0	0	15,113.35	1,371.31	-981.72	2,353.03	16,484.66
570	Community Services Leader III (Arelano,D)	A	1,312.13	15,745.60	13,684.51	0	0	0	0	502.2	995.13	0	0	15,181.84	1,286.68	-974.31	2,260.99	16,468.52
571	Assistant Planner (Andrews,D)	A	3,406.00	40,872.00	15,844.96	0	0	0	0	0	0	0	0	15,844.96	594.23	-594.23	1,188.46	16,439.19
572	Community Services Leader III (Vo,T)	A	1,312.13	15,745.60	15,662.33	0	0	0	0	0	0	0	0	15,662.33	587.33	-587.33	1,174.66	16,249.66

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					Base Pay	Overtime Pay	Hours	Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
573	Programmer Analyst II (Jo,H)	A	7,352.00	88,224.00	12,894.25	0	0	0	0	0	0	2,584.60	15,478.85	767.2	-1,547.32	2,314.52	16,246.05
574	Maintenance Assistant (Patino,J)	T	1,739.40	20,872.80	14,169.42	0	0	0	0	0	1,001.49	0	15,170.91	982.44	-652.98	1,635.42	16,153.35
575	Sr. Community Services Leader (Ochoa,J)	A	1,269.67	15,236.00	14,205.84	0	0	0	0	42.7	139.5	0	14,388.04	1,410.13	-1,014.69	2,424.82	15,798.17
576	Sr. Community Services Leader (Davila,G)	A	1,399.67	16,796.00	14,266.86	0	0	0	0	0	0	0	14,266.86	1,200.51	-904.29	2,104.80	15,467.37
577	Police Aide (Werkmeister,D)	A	1,248.00	14,976.00	14,655.38	0	0	0	0	28.98	0	0	14,684.36	550.67	-550.67	1,101.34	15,235.03
578	Sr. Lifeguard (Loubet,J)	A	1,319.07	15,828.80	13,386.06	0	0	0	0	0	471.82	0	13,857.88	1,345.25	-963.77	2,309.02	15,203.13
579	Sr. Community Services Leader (Nguyen,P)	T	1,469.00	17,628.00	13,771.99	0	0	0	0	0	0	0	13,771.99	1,369.28	-980.47	2,349.75	15,141.27
580	Intern (Nguyen,T)	A	1,265.33	15,184.00	13,577.62	0	0	0	0	0	0	0	13,577.62	1,355.90	-971.12	2,327.02	14,933.52
581	Recreation Manager - TEMP (Laudenback,J)	T	11,290.93	135,491.20	14,884.49	0	0	0	0	0	0	0	14,884.49	0	0	0	14,884.49
582	Community Services Leader III (Gutierrez Jacinto,E)	A	1,249.73	14,996.80	13,094.32	0	0	0	0	139.05	292.47	0	13,525.84	1,296.32	-946.33	2,242.65	14,822.16
583	Communications Officer (Cedillo,E)	A	6,045.87	72,550.40	12,339.24	74.74	2	0	0	170.23	1,013.18	0	13,597.39	1,204.60	-877.98	2,082.58	14,801.99
584	Communications Officer (Tapia II,E)	A	3,332.50	39,990.00	13,562.01	0	0	0	678.15	0	0	0	14,240.16	534.01	-534.01	1,068.02	14,774.17
585	Sr. Community Services Leader (Castillo,V)	A	1,399.67	16,796.00	13,203.82	0	0	0	0	0	0	0	13,203.82	1,296.89	-952.88	2,249.77	14,500.71
586	Community Services Leader III (Flores,S)	A	1,249.73	14,996.80	13,009.22	0	0	0	0	0	476.84	0	13,486.06	959.5	-751.25	1,710.75	14,445.56
587	Sr. Community Services Leader (Magana,J)	A	1,469.00	17,628.00	14,144.78	0	0	0	0	0	0	0	14,144.78	0	0	0	14,144.78
588	Budget Analyst - TEMP (Flores,M)	A	4,202.47	50,429.60	14,122.72	0	0	0	0	0	0	0	14,122.72	0	0	0	14,122.72
589	Police Aide (Schirmer,C)	A	1,248.00	14,976.00	13,518.77	0	0	0	0	0	0	0	13,518.77	506.96	-506.96	1,013.92	14,025.73
590	Community Services Leader III (Ramirez,A)	A	1,249.73	14,996.80	12,999.00	0	0	0	0	0	473.69	0	13,472.69	505.21	-505.21	1,010.42	13,977.90
591	Sr. Community Services Leader (Escoto,A)	T	1,269.67	15,236.00	12,059.48	0	0	0	0	0	699.83	0	12,759.31	1,060.42	-710.3	1,770.72	13,819.73
592	Community Services Leader III (Thomas,A)	A	1,249.73	14,996.80	11,455.64	0	0	0	0	226.49	872.58	0	12,554.71	1,128.42	-834.95	1,963.37	13,683.13
593	Community Services Leader III (Brunette,D)	A	1,249.73	14,996.80	10,446.43	0	0	0	365.37	266.71	470.25	0	11,548.76	1,020.76	-765.32	1,786.08	12,569.52
594	Community Services Leader III (Urquiza-Sanchez,M)	A	1,312.13	15,745.60	10,811.40	0	0	0	0	0	584.01	0	11,395.41	1,062.51	-756.79	1,819.30	12,457.92
595	Building Official - TEMP (Tolles,E)	A	6,533.80	78,405.60	12,401.66	0	0	0	0	0	0	0	12,401.66	0	0	0	12,401.66
596	Community Services Leader III (Tran,D)	A	1,249.73	14,996.80	11,258.68	0	0	0	0	0.69	374.21	0	11,633.58	436.27	-436.27	872.54	12,069.85
597	Sr. Community Services Leader (Quiggle,J)	T	1,332.93	15,995.20	10,275.19	0	0	0	0	0	769	0	11,044.19	1,009.04	-722.13	1,731.17	12,053.23
598	Communications Officer (Diaz,L)	A	6,046.00	72,552.00	9,386.41	0	0	0	0	1,901.51	0	0	11,287.92	712.31	-527.65	1,239.96	12,000.23

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599	Intern (Ahangama,D)	T	1,147.47	13,769.60	10,813.77	0	0	0	0	0	0	575.94	0	11,389.71	427.15	-427.15	854.3	11,816.86
600	Intern (Flores,H)	A	602.77	7,233.20	11,194.42	0	0	0	0	0	0	0	0	11,194.42	419.81	-419.81	839.62	11,614.23
601	Community Services Leader III (Barajas,E)	A	1,312.13	15,745.60	9,136.99	0	0	0	0	0	0	757	0	9,893.99	903.72	-646.97	1,550.69	10,797.71
602	Police Reserve Officer (Martin,E)	A	3,293.33	39,520.00	9,614.00	494	12	0	0	0	0	0	0	10,108.00	379.08	-379.08	758.16	10,487.08
603	Police Aide (Finn,K)	T	1,188.20	14,258.40	10,001.47	0	0	0	0	0	0	57.99	0	10,059.46	377.24	-377.24	754.48	10,436.70
604	Asst Dev Services Dir - TEMP (Emery,S)	A	6,598.80	79,185.60	9,974.34	0	0	0	0	0	0	0	0	9,974.34	0	0	0	9,974.34
605	Communications Officer (Terajima,M)	A	5,223.00	62,676.00	6,990.78	97.4	2	297.87	0	0	0	723.18	1,292.30	9,401.53	476.71	-961.42	1,438.13	9,878.24
606	Intern (Sniezak,M)	T	1,147.47	13,769.60	9,162.08	0	0	0	0	0	0	331.26	0	9,493.34	356.05	-356.05	712.1	9,849.39
607	Community Services Leader III (Carro,M)	T	1,312.13	15,745.60	2,043.90	0	0	0	0	7,163.14	177.59	0	0	9,384.63	142.7	-213.98	356.68	9,527.33
608	Sr. Community Services Leader (Armenta,A)	A	1,269.67	15,236.00	8,884.19	0	0	0	0	60.91	0	0	0	8,945.10	578.71	-474.99	1,053.70	9,523.81
609	Communications Officer (Hendrick,W)	A	5,223.00	62,676.00	6,990.78	0	0	0	0	0	0	723.18	1,292.30	9,006.26	458.99	-925.67	1,384.66	9,465.25
610	Community Services Leader III (Callaway,G)	A	1,249.73	14,996.80	8,463.97	0	0	0	0	36.57	245.14	0	0	8,745.68	327.99	-327.99	655.98	9,073.67
611	Community Services Leader III (Nguyen,V)	A	1,249.73	14,996.80	8,351.33	0	0	0	0	219.68	0	0	0	8,571.01	321.41	-321.41	642.82	8,892.42
612	Intern (Mojarro Enciso,Y)	A	1,205.53	14,466.40	8,439.13	0	0	0	0	107.2	0	0	0	8,546.33	320.51	-320.51	641.02	8,866.84
613	Community Services Leader III (Gonzales,M)	A	1,249.73	14,996.80	8,018.52	0	0	0	0	73.49	0	0	0	8,092.01	303.46	-303.46	606.92	8,395.47
614	Community Services Leader III (Duarte,M)	A	1,312.13	15,745.60	6,616.20	0	0	0	0	0	0	1,014.38	0	7,630.58	484.45	-692.63	1,177.08	8,115.03
615	Community Services Leader III (Pascua,M)	A	1,249.73	14,996.80	7,578.97	0	0	0	0	0	137.3	0	0	7,716.27	289.36	-289.36	578.72	8,005.63
616	Community Services Leader III (Rayas,K)	A	1,189.93	14,279.20	7,407.47	0	0	0	0	0	0	0	0	7,407.47	277.76	-277.76	555.52	7,685.23
617	Community Services Leader III (Bertrand,M)	A	1,249.73	14,996.80	6,456.57	0	0	0	0	0	0	823.8	0	7,280.37	273.04	-273.04	546.08	7,553.41
618	Community Services Leader III (Tutluhyan,A)	A	1,189.93	14,279.20	7,211.76	0	0	0	0	0	0	0	0	7,211.76	270.43	-270.43	540.86	7,482.19
619	Intern (Nguyen,M)	T	1,205.53	14,466.40	6,178.44	0	0	0	0	164.49	390.45	0	0	6,733.38	252.5	-252.5	505	6,985.88
620	Instructor Guard (Ardalan,A)	A	1,225.47	14,705.60	5,253.03	0	0	0	0	0	0	1,173.76	0	6,426.79	502.4	-359.07	861.47	6,929.19
621	Community Services Leader III (Brizuela,J)	A	1,312.13	15,745.60	4,606.37	0	0	0	0	0	0	1,735.20	0	6,341.57	321.59	-482.27	803.86	6,663.16
622	Instructor Guard (Castillo,V)	A	1,287.00	15,444.00	5,787.81	0	0	0	0	0	0	601.43	0	6,389.24	239.59	-239.59	479.18	6,628.83
623	Instructor Guard (Vilchis Garcia,Y)	A	1,287.00	15,444.00	6,155.88	0	0	0	0	183.38	0	0	0	6,339.26	237.72	-237.72	475.44	6,576.98
624	Lifeguard (Fletcher,A)	A	1,203.80	14,445.60	5,841.88	0	0	0	0	40.1	343.98	0	0	6,225.96	233.49	-233.49	466.98	6,459.45

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625	Sr. Community Services Leader (Riggle,K)	T	1,399.67	16,796.00	5,002.48	0	0	0	0	0	0	797.65	0	5,800.13	472.74	-337.67	810.41	6,272.87
626	Police Recruit (Mancini,M)	T	2,600.00	31,200.00	4,800.00	0	0	0	0	0	612	401.66	5,813.66	453.6	-324	777.6	6,267.26	
627	Community Services Leader II (Adkins,N)	A	1,203.80	14,445.60	5,937.39	0	0	0	0	10.4	0	0	5,947.79	223.04	-223.04	446.08	6,170.83	
628	Community Services Leader II (Adkins,J)	A	1,203.80	14,445.60	5,927.38	0	0	0	0	0	0	0	5,927.38	222.27	-222.27	444.54	6,149.65	
629	Community Services Leader III (Hernandez Molina,C)	T	1,249.73	14,996.80	5,168.26	0	0	0	0	22.08	324.74	0	5,515.08	486.91	-350.34	837.25	6,001.99	
630	Intern (Lei,Z)	T	1,147.47	13,769.60	5,454.88	0	0	0	0	0	281.48	0	5,736.36	215.13	-215.13	430.26	5,951.49	
631	Community Services Leader III (Fletcher,Z)	A	1,249.73	14,996.80	5,182.51	0	0	0	0	144.21	0	0	5,326.72	199.76	-199.76	399.52	5,526.48	
632	Asst Recreation Supervisor (Renteria,C)	A	6,975.00	83,700.00	4,542.72	0	0	0	0	0	0	646.15	5,188.87	293.05	-545.13	838.18	5,481.92	
633	Code Enforcement Officer (Zwart,B)	R	6,905.00	82,860.00	2,111.34	0	0	0	0	0	2,524.04	646.15	5,281.53	115.09	-253.36	368.45	5,396.62	
634	Community Services Leader II (Aguilar Torres,L)	A	1,203.80	14,445.60	4,075.50	0	0	0	0	16.83	585.39	0	4,677.72	384.21	-276.38	660.59	5,061.93	
635	Intern (Renz,A)	A	1,205.53	14,466.40	4,806.12	0	0	0	0	0	0	0	4,806.12	180.22	-180.22	360.44	4,986.34	
636	Lifeguard (Vazquez,J)	A	1,263.60	15,163.20	4,774.98	0	0	0	0	0	0	0	4,774.98	179.06	-179.06	358.12	4,954.04	
637	Intern (Magana Lemus,J)	A	1,147.47	13,769.60	4,667.10	0	0	0	0	0	0	0	4,667.10	175.02	-175.02	350.04	4,842.12	
638	Community Services Leader II (Albers,V)	T	1,146.60	13,759.20	3,949.16	0	0	0	0	0	690.21	0	4,639.37	173.99	-173.99	347.98	4,813.36	
639	Community Services Leader II (Du,V)	A	1,203.80	14,445.60	4,180.73	0	0	0	0	0	198.45	0	4,379.18	164.22	-164.22	328.44	4,543.40	
640	Community Services Leader III (Gomez-Rivera,D)	T	1,189.93	14,279.20	3,308.95	0	0	0	0	0	938.72	0	4,247.67	159.29	-159.29	318.58	4,406.96	
641	Video Production Aide (Avila,J)	A	1,396.20	16,754.40	4,132.25	0	0	0	0	0	0	0	4,132.25	154.96	-154.96	309.92	4,287.21	
642	Lifeguard (Morrison,B)	T	1,263.60	15,163.20	3,874.67	0	0	0	0	0	131.8	0	4,006.47	150.24	-150.24	300.48	4,156.71	
643	Community Services Leader III (Suguitan,J)	A	1,312.13	15,745.60	3,370.69	0	0	0	0	0	627.27	0	3,997.96	149.93	-149.93	299.86	4,147.89	
644	Community Services Leader III (Stutz,R)	T	1,189.93	14,279.20	3,906.19	0	0	0	0	0	0	0	3,906.19	146.48	-146.48	292.96	4,052.67	
645	Community Services Leader III (Price,E)	T	1,189.93	14,279.20	3,535.51	0	0	0	0	0	337.62	0	3,873.13	145.24	-145.24	290.48	4,018.37	
646	Community Services Leader II (Murguia Alarcon,J)	T	1,146.60	13,759.20	3,621.73	0	0	0	0	0	220.41	0	3,842.14	144.08	-144.08	288.16	3,986.22	
647	Sr. Community Services Leader (Valladolid,A)	T	1,332.93	15,995.20	2,199.34	0	0	0	269.22	0	1,203.95	0	3,672.51	189.67	-166.63	356.3	3,862.18	
648	Community Services Leader II (Paniagua,F)	T	1,203.80	14,445.60	2,932.88	0	0	0	0	0	778.39	0	3,711.27	139.17	-139.17	278.34	3,850.44	
649	Community Services Leader II (Disislan,J)	T	1,203.80	14,445.60	3,265.13	0	0	0	0	0	432.95	0	3,698.08	138.68	-138.68	277.36	3,836.76	
650	Instructor Guard (Sorrells,A)	A	1,287.00	15,444.00	3,667.97	0	0	0	0	0	0	0	3,667.97	137.55	-137.55	275.1	3,805.52	

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					Base Pay	Overtime Pay	Hours	Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost	
651	Community Services Leader II (Canales,L)	T	1,203.80	14,445.60	3,402.91	0	0	0	0	0	12.05	248.35	0	3,663.31	137.37	-137.37	274.74	3,800.68
652	Community Services Leader III (Morales,B)	A	1,312.13	15,745.60	3,330.80	0	0	0	0	0	0	151.4	0	3,482.20	314.76	-224.82	539.58	3,796.96
653	Community Services Leader II (Tuzzolino,T)	T	1,146.60	13,759.20	3,443.12	0	0	0	0	0	0	185.48	0	3,628.60	136.07	-136.07	272.14	3,764.67
654	Community Services Leader III (Letterman,M)	A	1,312.13	15,745.60	3,435.60	0	0	0	0	0	0	0	0	3,435.60	324.66	-231.89	556.55	3,760.26
655	Community Services Leader II (Reyes,J)	T	1,146.60	13,759.20	3,472.90	0	0	0	0	0	0	149.37	0	3,622.27	135.85	-135.85	271.7	3,758.12
656	Community Services Leader II (Garcia,L)	T	1,146.60	13,759.20	3,383.61	0	0	0	0	0	0	148.31	0	3,531.92	132.45	-132.45	264.9	3,664.37
657	Fire Engineer (Basco,C)	A	9,264.00	111,168.00	1,688.90	0	0	0	370.42	0	0	0	978	3,037.32	606.71	-350.54	957.25	3,644.03
658	Community Services Leader II (Villicana,J)	T	1,146.60	13,759.20	2,903.99	0	0	0	0	0	0	492.02	0	3,396.01	127.35	-127.35	254.7	3,523.36
659	Community Services Leader III (Gaitan Jr,J)	A	1,312.13	15,745.60	3,522.09	0	0	0	0	0	0	0	0	3,522.09	0	0	0	3,522.09
660	Community Services Leader III (Da Silva,S)	T	1,189.93	14,279.20	3,319.25	0	0	0	0	0	0	0	0	3,319.25	124.48	-124.48	248.96	3,443.73
661	Community Services Leader II (Gama Serrato,J)	T	1,203.80	14,445.60	3,003.87	0	0	0	0	0	0	158.83	0	3,162.70	118.6	-118.6	237.2	3,281.30
662	Community Services Leader III (Mulhern,A)	A	1,312.13	15,745.60	2,421.79	0	0	0	269.22	0	73.44	371.3	0	3,135.75	142.28	-280.36	422.64	3,278.03
663	Community Services Leader II (Salazar Delgado,D)	T	1,146.60	13,759.20	2,966.84	0	0	0	0	0	0	181.38	0	3,148.22	118.06	-118.06	236.12	3,266.28
664	Community Services Leader III (Chang,M)	A	1,249.73	14,996.80	2,622.47	0	0	0	0	0	365.43	0	0	2,987.90	247.81	-177.03	424.84	3,235.71
665	Community Services Leader II (Gambrel,C)	T	1,146.60	13,759.20	2,923.86	0	0	0	0	0	0	171.86	0	3,095.72	116.09	-116.09	232.18	3,211.81
666	Community Services Leader III (Vito,E)	T	1,189.93	14,279.20	2,900.47	0	0	0	0	0	0	184.94	0	3,085.41	115.71	-115.71	231.42	3,201.12
667	Community Services Leader II (Barrios,E)	T	1,146.60	13,759.20	2,930.49	0	0	0	0	0	0	154.79	0	3,085.28	115.7	-115.7	231.4	3,200.98
668	Community Services Leader II (Gayosso,G)	T	1,146.60	13,759.20	2,960.21	0	0	0	0	0	0	115.89	0	3,076.10	115.35	-115.35	230.7	3,191.45
669	Community Services Leader II (Castillo,M)	T	1,146.60	13,759.20	2,877.54	0	0	0	0	0	0	110.34	0	2,987.88	112.04	-112.04	224.08	3,099.92
670	Intern (Miller,T)	A	1,147.47	13,769.60	2,975.69	0	0	0	0	0	0	0	0	2,975.69	111.59	-111.59	223.18	3,087.28
671	Community Services Leader II (Shepherd,C)	T	1,146.60	13,759.20	2,636.09	0	0	0	0	0	0	331.14	0	2,967.23	111.27	-111.27	222.54	3,078.50
672	Community Services Leader II (Gonzalez,A)	T	1,146.60	13,759.20	2,861.01	0	0	0	0	0	0	97.24	0	2,958.25	110.93	-110.93	221.86	3,069.18
673	Community Services Leader II (Centeno,A)	T	1,146.60	13,759.20	2,857.69	0	0	0	0	0	0	97.11	0	2,954.80	110.81	-110.81	221.62	3,065.61
674	Community Services Leader III (Stack,T)	T	1,312.13	15,745.60	2,672.23	0	0	0	0	0	0	121.12	0	2,793.35	252.53	-180.38	432.91	3,045.88
675	Community Services Leader III (Pacheco Xala,W)	A	1,249.73	14,996.80	2,934.81	0	0	0	0	0	0	0	0	2,934.81	110.06	-110.06	220.12	3,044.87
676	Intern (Hafeez,J)	A	1,147.47	13,769.60	2,926.04	0	0	0	0	0	0	0	0	2,926.04	109.73	-109.73	219.46	3,035.77

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					Base Pay	Overtime Pay	Hours	Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
677	Community Services Leader II (Shepherd,D)	T	1,203.80	14,445.60	2,448.22	0	0	0	0	12.87	247.71	0	2,708.80	230.49	-166.13	396.62	2,939.29
678	Intern (Navidad Castaneda,J)	T	1,147.47	13,769.60	2,806.88	0	0	0	0	0	0	0	2,806.88	105.26	-105.26	210.52	2,912.14
679	Community Services Leader II (Morales,A)	T	1,146.60	13,759.20	1,981.20	0	0	0	0	0	820.92	0	2,802.12	105.08	-105.08	210.16	2,907.20
680	Community Services Leader III (Ruiz,G)	T	1,249.73	14,996.80	2,220.71	0	0	0	423.06	0	73.25	0	2,717.02	181.3	-178.44	359.74	2,898.32
681	Community Services Leader II (Gomez Hernandez,J)	T	1,146.60	13,759.20	2,612.93	0	0	0	0	0	164.58	0	2,777.51	104.17	-104.17	208.34	2,881.68
682	Community Services Leader III (Harvey,W)	A	1,312.13	15,745.60	2,725.40	0	0	0	0	15.3	0	0	2,740.70	102.76	-102.76	205.52	2,843.46
683	Community Services Leader II (Hayes,N)	T	1,146.60	13,759.20	2,533.57	0	0	0	0	0	154.26	0	2,687.83	100.78	-100.78	201.56	2,788.61
684	Community Services Leader II (Contreras,C)	T	1,146.60	13,759.20	2,556.72	0	0	0	0	0	99.75	0	2,656.47	99.62	-99.62	199.24	2,756.09
685	Community Services Leader II (Koskoff,D)	T	1,146.60	13,759.20	2,156.53	0	0	0	0	0	482.5	0	2,639.03	98.97	-98.97	197.94	2,738.00
686	Intern (Hakobian,T)	T	1,265.33	15,184.00	2,548.70	0	0	0	0	0	0	0	2,548.70	95.57	-95.57	191.14	2,644.27
687	Community Services Leader II (Hernandez,K)	T	1,146.60	13,759.20	2,053.97	0	0	0	0	0	473.1	0	2,527.07	94.77	-94.77	189.54	2,621.84
688	Community Services Leader II (Rios,N)	T	1,146.60	13,759.20	2,295.43	0	0	0	0	0	204.01	0	2,499.44	93.73	-93.73	187.46	2,593.17
689	Community Services Leader II (Lugo,S)	T	1,146.60	13,759.20	2,361.56	0	0	0	0	0	120.79	0	2,482.35	93.09	-93.09	186.18	2,575.44
690	Community Services Leader II (Hernandez,G)	T	1,146.60	13,759.20	2,345.04	0	0	0	0	0	124.89	0	2,469.93	92.63	-92.63	185.26	2,562.56
691	Community Services Leader II (Ly,V)	T	1,146.60	13,759.20	2,351.66	0	0	0	0	0	93.4	0	2,445.06	91.69	-91.69	183.38	2,536.75
692	Maintenance Worker (Wheat,C)	T	2,453.00	29,436.00	2,066.24	0	0	0	0	0	351.82	0	2,418.06	90.67	-90.67	181.34	2,508.73
693	Intern (Chu,C)	T	1,147.47	13,769.60	1,979.38	0	0	0	0	0	370.19	0	2,349.57	88.13	-88.13	176.26	2,437.70
694	Community Services Leader II (Gonzalez,G)	T	1,203.80	14,445.60	2,183.61	0	0	0	0	18.81	133.48	0	2,335.90	87.6	-87.6	175.2	2,423.50
695	Community Services Leader II (Maldonado,O)	T	1,146.60	13,759.20	2,169.74	0	0	0	0	0	155.98	0	2,325.72	87.22	-87.22	174.44	2,412.94
696	Community Services Leader II (Pacheco,L)	T	1,203.80	14,445.60	2,126.25	0	0	0	0	16.18	120.98	0	2,263.41	84.88	-84.88	169.76	2,348.29
697	Intern (Saucedo,A)	T	1,147.47	13,769.60	2,052.20	0	0	0	0	0	69.77	0	2,121.97	79.59	-79.59	159.18	2,201.56
698	Community Services Leader II (Smith,S)	A	1,203.80	14,445.60	1,987.82	0	0	0	0	0	119.07	0	2,106.89	79	-79	158	2,185.89
699	Community Services Leader II (Gaitan,E)	T	1,203.80	14,445.60	1,866.11	0	0	0	0	31.35	208.79	0	2,106.25	78.97	-78.97	157.94	2,185.22
700	Maintenance Assistant (Cervantes,K)	A	1,656.20	19,874.40	2,082.99	0	0	0	0	0	0	0	2,082.99	78.11	-78.11	156.22	2,161.10
701	Community Services Leader III (Wood,A)	T	1,312.13	15,745.60	1,408.02	0	0	0	0	0	627.1	0	2,035.12	76.32	-76.32	152.64	2,111.44
702	Community Services Leader II (Tran,S)	T	1,146.60	13,759.20	1,743.07	0	0	0	0	0	271.08	0	2,014.15	75.54	-75.54	151.08	2,089.69

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703	Intern (Shen,J)	T	1,147.47	13,769.60	1,840.36	0	0	0	0	0	0	162.06	0	2,002.42	75.1	-75.1	150.2	2,077.52
704	Community Services Leader II (Harvey,R)	A	1,203.80	14,445.60	1,862.14	0	0	0	0	0	0	0	0	1,862.14	69.83	-69.83	139.66	1,931.97
705	Community Services Leader II (Camacho,B)	T	1,146.60	13,759.20	1,789.37	0	0	0	0	0	0	60.73	0	1,850.10	69.38	-69.38	138.76	1,919.48
706	Community Services Leader II (Alatorre Mancilla,I)	T	1,203.80	14,445.60	1,409.27	0	0	0	0	7.43	0	367.81	0	1,784.51	66.91	-66.91	133.82	1,851.42
707	Community Services Leader II (Todd,D)	T	1,146.60	13,759.20	1,164.26	0	0	0	0	0	0	590.72	0	1,754.98	65.81	-65.81	131.62	1,820.79
708	Community Services Leader II (Alcala-Villalobos,E)	T	1,146.60	13,759.20	1,567.77	0	0	0	0	0	0	110.47	0	1,678.24	62.93	-62.93	125.86	1,741.17
709	Community Services Leader II (Wise,T)	T	1,146.60	13,759.20	1,580.99	0	0	0	0	0	0	53.71	0	1,634.70	61.3	-61.3	122.6	1,696.00
710	Video Production Aide (Arellano,E)	A	1,206.40	14,476.80	1,597.83	0	0	0	0	0	0	0	0	1,597.83	59.92	-59.92	119.84	1,657.75
711	Intern (Sanchez Olivera,G)	A	1,147.47	13,769.60	1,568.94	0	0	0	0	0	0	0	0	1,568.94	58.82	-58.82	117.64	1,627.76
712	Community Services Leader II (Flores,Y)	T	1,146.60	13,759.20	1,508.22	0	0	0	0	0	0	51.2	0	1,559.42	58.49	-58.49	116.98	1,617.91
713	Community Services Leader III (Lugo,G)	T	1,189.93	14,279.20	1,479.42	0	0	0	0	0	0	66.04	0	1,545.46	57.95	-57.95	115.9	1,603.41
714	Community Services Leader III (Correa Martinez,M)	T	1,312.13	15,745.60	1,087.06	0	0	0	0	0	0	399.09	0	1,486.15	55.74	-55.74	111.48	1,541.89
715	Community Services Leader II (Mondragon Naranjo,A)	T	1,146.60	13,759.20	1,379.23	0	0	0	0	0	0	95.26	0	1,474.49	55.29	-55.29	110.58	1,529.78
716	Intern (Warner,E)	A	1,147.47	13,769.60	1,463.02	0	0	0	0	0	0	0	0	1,463.02	54.86	-54.86	109.72	1,517.88
717	Community Services Leader II (Pineda,C)	T	1,146.60	13,759.20	1,346.16	0	0	0	0	0	0	102.53	0	1,448.69	54.33	-54.33	108.66	1,503.02
718	Community Services Leader II (Recinos,J)	T	1,146.60	13,759.20	1,316.41	0	0	0	0	0	0	119.73	0	1,436.14	53.85	-53.85	107.7	1,489.99
719	Community Services Leader III (Alderete Montoya,C)	T	1,249.73	14,996.80	1,384.36	0	0	0	0	0	0	0	0	1,384.36	51.92	-51.92	103.84	1,436.28
720	Community Services Leader II (Ewertz,S)	T	1,146.60	13,759.20	1,230.40	0	0	0	0	0	0	124.1	0	1,354.50	50.79	-50.79	101.58	1,405.29
721	Community Services Leader III (Zarate,J)	T	1,189.93	14,279.20	1,235.71	0	0	0	0	0	0	77.16	0	1,312.87	49.23	-49.23	98.46	1,362.10
722	Communications Officer (Tran,H)	A	3,173.73	38,084.80	1,127.47	0	0	0	0	0	103.89	0	0	1,231.36	107.15	-90.43	197.58	1,338.51
723	Community Services Leader III (Chadha,T)	T	1,189.93	14,279.20	1,081.26	0	0	0	0	0	0	107.64	0	1,188.90	44.57	-44.57	89.14	1,233.47
724	Community Services Leader II (Kalberg,N)	T	1,146.60	13,759.20	1,101.42	0	0	0	0	0	0	84.14	0	1,185.56	44.46	-44.46	88.92	1,230.02
725	Community Services Leader III (Esquivel,A)	T	1,312.13	15,745.60	1,033.31	0	0	0	0	0	0	149.73	0	1,183.04	44.36	-44.36	88.72	1,227.40
726	Lifeguard (Johnstone-Dougall,N)	T	1,146.60	13,759.20	992.26	0	0	0	0	0	0	169.34	0	1,161.60	43.56	-43.56	87.12	1,205.16
727	Community Services Leader II (Cortes,A)	T	1,146.60	13,759.20	1,012.11	0	0	0	0	0	0	42.47	0	1,054.58	39.54	-39.54	79.08	1,094.12
728	Community Services Leader II (Tran,K)	T	1,146.60	13,759.20	826.9	0	0	0	0	0	0	213.27	0	1,040.17	39.01	-39.01	78.02	1,079.18

City of Costa Mesa 2020 Compensation and Benefits Report

Row	Job Title / Name	2020 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	Hours	Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Pension Cost (EE+ER)	EE Paid Retirement Contribution		ER Pension Cost
729	City Council Member (Gameros,I)	A	904.4	10,852.80	834.84	0	0	0	0	0	0	0	834.84	87.24	-62.62	149.86	922.08
730	City Council Member (Harlan,J)	A	904.4	10,852.80	834.84	0	0	0	0	0	0	0	834.84	87.24	-62.62	149.86	922.08
731	City Council Member (Harper,D)	A	904.4	10,852.80	834.84	0	0	0	0	0	0	0	834.84	87.24	-62.62	149.86	922.08
732	Police Recruit (Nelson,S)	T	2,600.00	31,200.00	720	0	0	0	0	0	24.6	0	744.6	75.24	-54	129.24	819.84
733	Community Services Leader III (Torres Gutierrez,C)	T	1,189.93	14,279.20	727.7	0	0	0	0	0	24.71	0	752.41	28.22	-28.22	56.44	780.63
734	Community Services Leader II (Sims,J)	T	1,203.80	14,445.60	561.77	0	0	0	0	0	184.74	0	746.51	27.99	-27.99	55.98	774.5
735	Community Services Leader III (Dimson,M)	T	1,249.73	14,996.80	439.81	0	0	0	0	0	216.59	0	656.4	16.48	-16.48	32.96	672.88
736	Community Services Leader II (Gerber,G)	T	1,146.60	13,759.20	565.6	0	0	0	0	0	19.18	0	584.78	21.94	-21.94	43.88	606.72
737	Community Services Leader III (Vranic,C)	T	1,189.93	14,279.20	477.12	0	0	0	0	0	85.4	0	562.52	21.09	-21.09	42.18	583.61
738	Intern (Santillan,J)	A	1,147.47	13,769.60	529.6	0	0	0	0	0	0	0	529.6	19.86	-19.86	39.72	549.46
739	Budget Analyst (Hughes,V)	T	7,624.00	91,488.00	417.85	0	0	0	0	0	26.39	0	444.24	24.87	-50.14	75.01	469.11
740	Intern (Smit,C)	A	1,147.47	13,769.60	397.2	0	0	0	0	0	0	0	397.2	14.9	-14.9	29.8	412.1
741	General Aide II (Ruvalcaba,R)	T	1,078.13	12,937.60	0	0	0	0	0	0	0	0	390.98	390.98	0	0	390.98
742	Lifeguard (Hong,J)	T	1,146.60	13,759.20	0	0	0	0	0	0	376.39	0	376.39	14.11	-14.11	28.22	390.5
743	Intern (Gallardo,M)	T	1,092.87	13,114.40	0	0	0	0	0	0	363.61	0	363.61	13.64	-13.64	27.28	377.25
744	Video Production Aide (Gibson,D)	A	1,396.20	16,754.40	289.98	0	0	0	0	0	0	0	289.98	10.87	-10.87	21.74	300.85
745	Community Services Leader III (Burr,R)	T	1,189.93	14,279.20	257.44	0	0	0	0	0	8.79	0	266.23	9.66	-9.66	19.32	275.89
746	Intern (Geronimo,J)	A	1,147.47	13,769.60	105.92	0	0	0	0	0	0	0	105.92	3.97	-3.97	7.94	109.89
747	Community Services Leader II (Spector,N)	T	1,203.80	14,445.60	74.75	0	0	0	0	0	29.72	0	104.47	3.92	-3.92	7.84	108.39
748	Sr. Community Services Leader (Delfin,B)	A	1,469.00	17,628.00	16.95	0	0	0	96.15	0	0	0	113.1	-4.89	-7.63	2.74	108.21
749	Sr. Community Services Leader (Yourex,B)	T	1,399.67	16,796.00	0	0	0	0	0	0	87.37	0	87.37	0	0	0	87.37
750	Community Services Leader II (Eron,J)	T	1,146.60	13,759.20	0	0	0	0	0	0	35.46	0	35.46	1.33	-1.33	2.66	36.79
751	Police Records Bureau Supv (Rodriguez,J)	T	8,322.00	99,864.00	0	0	0	0	0	0	2.4	0	2.4	31.59	0	31.59	33.99

