

**City of Costa Mesa 2021 Compensation and Benefits Report
Column Definitions**

Job Title	Employee's job title
Name	Employee's name
2021 Status	Employee's status as of End of Payroll Year Employee is <u>A</u> ctive, <u>R</u> etired or separated 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 2021 Compensation and Benefits Report

Row	Job Title / Name	2021 Status	Monthly Salary Rate as of End of Year	Annual Salary Rate as of End of Year	PAY CATEGORIES with Overtime Hours								RETIREMENT			Total (Total Pay + ER Retirement Cost)	
					Base Pay	Overtime Pay		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Retirement Cost (EE+ER)	EE Paid Retirement Contribution		ER Retirement Cost
						Hours											
1	City Manager (Farrell,L)	A	21,666.00	259,992.00	259,992.10	0	0	0	0	21,226.96	21,999.32	22,568.20	325,786.58	44,627.70	-25,999.22	18,628.48	344,415.06
2	Battalion Chief (Coates,C)	A	13,796.00	165,552.00	163,926.02	79,804.17	932	0	10,245.25	9,895.72	18,360.90	24,359.92	306,591.98	62,952.60	-30,970.46	31,962.14	338,574.12
3	Fire Chief (Stefano,D)	A	20,000.00	240,000.00	226,084.69	0	0	0	11,304.16	12,626.24	33,452.35	23,530.20	307,006.64	64,622.29	-35,674.72	28,947.57	335,954.21
4	Battalion Chief (Kershaw,W)	A	13,796.00	165,552.00	163,926.02	76,758.30	873	0	12,294.30	9,884.12	10,581.94	24,359.92	297,804.60	63,679.02	-31,318.78	32,360.24	330,164.84
5	Battalion Chief (Vasin,T)	A	13,796.00	165,552.00	163,925.99	81,694.66	963	0	8,196.21	9,895.73	7,490.77	24,359.92	295,563.28	62,262.40	-30,622.11	31,640.29	327,203.57
6	Fire Fighter (Montgomery,E)	A	9,125.00	109,500.00	109,500.01	136,265.88	2,018	5,608.10	9,630.92	3,465.00	8,338.95	23,778.00	296,586.86	46,145.24	-18,690.42	27,454.82	324,041.68
7	Fire Division Chief (Pyle,J)	A	15,864.00	190,368.00	188,501.98	30,193.73	322	490.79	11,781.02	11,099.62	19,171.83	23,889.92	285,137.89	72,561.18	-35,687.27	36,873.91	322,011.80
8	Fire Engineer (Purcell,S)	A	9,264.00	111,168.00	111,167.94	113,746.01	1,768	0	8,988.46	4,459.66	12,741.54	23,522.50	274,626.11	44,728.94	-18,116.88	26,612.06	301,238.17
9	Police Officer (Torres,J)	A	9,375.00	112,500.00	108,173.06	84,181.02	1,038	26,071.67	10,817.28	5,896.78	16,871.77	25,428.00	277,439.58	43,281.43	-20,992.86	22,288.57	299,728.15
10	Fire Captain (Cercello,N)	A	10,701.00	128,412.00	128,411.93	82,484.44	1,125	5,558.28	9,630.92	2,423.65	9,779.13	21,198.68	259,487.03	53,094.87	-21,511.70	31,583.17	291,070.20
11	Police Captain (Bakkia,V)	A	16,565.00	198,780.00	191,645.67	0	0	5,906.02	9,582.21	4,841.51	13,992.00	25,428.00	251,395.41	65,031.53	-30,717.26	34,314.27	285,708.66
12	Fire Engineer (Kearney,D)	A	9,264.00	111,168.00	111,167.95	96,445.02	1,392	8.59	9,630.92	2,572.06	9,406.52	23,522.50	252,753.56	44,955.28	-18,208.44	26,746.84	279,500.40
13	Assistant City Manager (Price,S)	A	17,754.00	213,048.00	213,048.04	0	0	0	0	17,870.13	9,115.99	23,507.00	263,541.16	36,569.65	-21,304.02	15,264.73	278,805.89
14	Police Sergeant (Miles,D)	A	11,429.00	137,148.00	134,114.96	30,392.23	309	22,608.58	13,411.46	8,057.44	21,966.21	18,234.41	248,785.29	51,171.48	-24,964.88	26,206.60	274,991.89
15	Fire Captain (Harris,A)	A	10,701.00	128,412.00	128,411.93	68,016.89	853	5,558.28	7,383.48	4,622.10	5,926.71	23,227.00	243,146.39	52,641.04	-21,123.97	31,517.07	274,663.46
16	Fire Captain (Torres,C)	A	10,701.00	128,412.00	128,411.94	59,732.12	725	2,779.14	9,630.92	4,622.10	13,939.27	23,227.00	242,342.49	51,983.71	-20,857.80	31,125.91	273,468.40
17	Police Chief (Glass,B)	R	17,836.00	214,032.00	152,292.00	0	0	0	7,614.60	10,124.58	55,688.51	16,176.00	241,895.69	50,291.01	-19,919.04	30,371.97	272,267.66
18	Fire Engineer (Bangie,D)	A	9,264.00	111,168.00	111,167.94	92,711.81	1,408	5,558.28	2,889.12	4,001.55	5,130.83	23,522.50	244,982.03	45,098.59	-17,967.31	27,131.28	272,113.31
19	Police Captain (Lapointe,J)	A	15,776.00	189,312.00	184,393.96	0	0	142.52	9,504.63	9,056.73	13,371.61	23,985.70	240,455.15	61,001.06	-29,419.53	31,581.53	272,036.68
20	Police Lieutenant (Everett,E)	A	14,539.00	174,468.00	168,835.31	0	0	0	16,883.53	7,663.46	22,416.14	25,428.00	241,226.44	58,321.68	-28,120.36	30,201.32	271,427.76
21	Fire Fighter (Bibler,J)	A	9,125.00	109,500.00	109,500.04	85,150.68	1,383	47	9,630.92	3,916.24	12,550.49	23,778.00	244,573.37	44,412.08	-17,988.37	26,423.71	270,997.08
22	Fire Captain (Heurermann,J)	A	10,701.00	128,412.00	128,411.97	61,753.12	773	5,558.28	9,309.56	4,622.10	5,926.71	23,227.00	238,808.74	53,020.88	-21,426.03	31,594.85	270,403.59
23	Police Lieutenant (Hildeman Jr,J)	A	14,539.00	174,468.00	170,379.27	0	0	0	17,037.92	10,114.21	17,883.55	24,894.82	240,309.77	58,794.31	-28,788.97	30,005.34	270,315.11
24	Fire Fighter (Serrato,J)	A	8,022.00	96,264.00	96,263.91	97,677.84	1,887	5,558.28	9,630.92	3,861.69	8,145.41	23,778.00	244,916.05	41,294.56	-16,725.67	24,568.89	269,484.94
25	Fire Captain (Ruhl II,K)	A	10,701.00	128,412.00	126,764.23	57,975.24	708	5,558.28	9,630.92	4,622.10	9,729.71	23,227.00	237,507.48	52,610.97	-21,309.10	31,301.87	268,809.35
26	Police Sergeant (Hofertiza,Z)	A	11,429.00	137,148.00	136,620.50	55,287.78	559	3,928.13	13,662.00	4,396.32	3,689.86	25,428.00	243,012.59	46,419.10	-22,231.09	24,188.01	267,200.60

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					Base Pay	Overtime Pay		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Retirement Cost (EE+ER)	EE Paid Retirement Contribution	ER Retirement Cost	
						Hours											
27	Fire Captain (Hurd,M)	A	10,701.00	128,412.00	128,411.93	60,650.84	852	2,779.14	9,630.92	4,622.10	5,926.71	23,227.00	235,248.64	52,884.67	-21,074.71	31,809.96	267,058.60
28	Police Sergeant (Zzzzzzzzzzz)	A	11,429.00	137,148.00	136,488.59	31,583.58	378	9,318.04	13,648.80	5,860.11	18,195.91	25,428.00	240,523.03	49,973.75	-24,092.24	25,881.51	266,404.54
29	Police Lieutenant (Casarez,D)	A	14,539.00	174,468.00	164,065.36	0	0	4,101.56	16,406.48	7,778.82	18,117.83	25,428.00	235,898.05	57,881.24	-27,796.61	30,084.63	265,982.68
30	Police Sergeant (Barnes,J)	A	11,429.00	137,148.00	135,187.39	29,370.79	302	15,794.77	13,518.71	7,446.38	14,215.26	25,428.00	240,961.30	47,732.47	-23,275.87	24,456.60	265,417.90
31	Fire Captain (Maldonado,E)	A	10,701.00	128,412.00	128,411.92	51,660.23	707	5,558.28	9,309.56	4,622.10	9,779.13	23,227.00	232,568.22	52,899.21	-21,426.03	31,473.18	264,041.40
32	Fire Captain (Cahney,S)	A	10,701.00	128,412.00	128,411.92	58,660.14	826	0	8,337.68	4,622.10	10,336.46	23,227.00	233,595.30	50,810.74	-20,622.71	30,188.03	263,783.33
33	Police Sergeant (Grimmond,M)	A	11,429.00	137,148.00	134,345.68	24,973.44	281	9,264.49	13,434.51	7,877.48	20,568.35	25,428.00	235,691.95	49,235.51	-24,009.16	25,226.35	260,918.30
34	Police Officer (Bao,K)	A	9,375.00	112,500.00	111,688.72	71,505.79	921	8,698.04	11,168.82	5,111.18	5,189.08	25,428.00	238,789.63	39,681.37	-19,195.22	20,486.15	259,275.78
35	Police Sergeant (Manson,M)	A	11,429.00	137,148.00	137,148.05	27,281.21	309	9,334.52	13,714.74	7,714.57	12,655.97	25,428.00	233,277.06	50,200.91	-24,455.72	25,745.19	259,022.25
36	Fire Captain (Lilly,G)	A	10,701.00	128,412.00	128,411.92	50,733.59	642	2,779.14	8,988.72	3,073.92	10,865.63	21,934.04	226,786.96	52,214.77	-20,951.22	31,263.55	258,050.51
37	Fire Captain (McDowell,F)	A	10,701.00	128,412.00	128,411.92	51,731.85	642	0	9,630.92	4,340.20	9,779.13	22,988.76	226,882.78	51,022.90	-20,666.02	30,356.88	257,239.66
38	Fire Captain (DeFluter,D)	A	10,191.00	122,292.00	128,411.92	54,725.38	748	0	9,630.92	4,622.10	5,926.71	23,227.00	226,544.03	51,037.56	-20,672.02	30,365.54	256,909.57
39	Fire Captain (Gagne,R)	R	10,701.00	128,412.00	128,411.92	57,598.64	809	0	9,630.92	2,495.24	5,926.71	22,365.80	226,429.23	51,001.39	-20,657.33	30,344.06	256,773.29
40	Police Sergeant (Le,B)	A	11,429.00	137,148.00	132,730.26	25,814.12	266	6,205.07	13,272.98	6,862.34	20,568.37	25,428.00	230,881.14	47,771.01	-23,217.98	24,553.03	255,434.17
41	Fire Fighter (DeFluter,D)	A	9,125.00	109,500.00	109,500.03	69,022.09	845	5,558.28	8,636.44	2,965.37	8,338.95	23,603.92	227,625.08	46,170.24	-18,535.94	27,634.30	255,259.38
42	Public Services Director (Selthurman,R)	A	15,621.00	187,452.00	187,452.09	0	0	0	0	18,912.76	12,986.35	24,019.00	243,370.20	34,052.61	-22,494.16	11,558.45	254,928.65
43	Police Lieutenant (Dieball,C)	A	13,847.00	166,164.00	157,726.52	0	0	9,849.01	15,772.60	8,960.98	7,395.33	25,428.00	225,132.44	57,431.91	-27,896.53	29,535.38	254,667.82
44	Police Sergeant (Garcia,M)	A	11,429.00	137,148.00	134,939.15	28,154.87	286	9,279.32	13,493.85	6,193.91	10,071.84	25,428.00	227,560.94	47,536.78	-23,008.76	24,528.02	252,088.96
45	Fire Fighter (Brean,C)	A	8,824.00	105,888.00	102,592.57	86,939.04	1,307	0	8,988.72	5,159.31	9,914.02	23,778.00	237,371.66	31,264.91	-16,914.12	14,350.79	251,722.45
46	Fire Captain (Turner,B)	A	10,701.00	128,412.00	128,411.92	44,228.47	665	0	9,630.92	4,557.75	10,865.63	23,227.00	220,921.69	51,296.91	-20,579.76	30,717.15	251,638.84
47	Fire Captain (Voss,T)	A	10,701.00	128,412.00	128,411.92	45,544.25	700	26.46	9,630.92	4,622.10	9,418.41	23,227.00	220,881.06	50,702.99	-20,536.44	30,166.55	251,047.61
48	Police Lieutenant (Selmske,S)	A	14,539.00	174,468.00	160,118.92	0	0	4,002.94	16,011.87	7,637.39	8,052.37	24,396.24	220,219.73	56,156.55	-27,121.55	29,035.00	249,254.73
49	Police Officer (Phot,B)	A	9,375.00	112,500.00	106,312.21	66,843.85	873	5,630.80	9,034.45	5,616.55	7,024.81	25,428.00	225,890.67	40,366.58	-17,447.11	22,919.47	248,810.14
50	Police Lieutenant (Wadkins,B)	A	13,188.00	158,256.00	152,151.92	0	0	3,803.81	15,215.20	7,838.86	16,319.54	25,428.00	220,757.33	53,683.62	-25,992.03	27,691.59	248,448.92
51	Fire Fighter (Pregizer,C)	A	9,125.00	109,500.00	109,500.03	63,471.75	872	5,558.28	8,988.72	3,465.00	5,053.85	23,778.00	219,815.63	45,730.48	-18,522.43	27,208.05	247,023.68
52	Fire Engineer (Geiger JR,M)	A	9,264.00	111,168.00	111,167.94	63,878.45	878	2,779.14	6,099.34	3,658.82	9,406.52	23,146.50	220,136.71	44,690.99	-18,101.26	26,589.73	246,726.44

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Row	Job Title / Name	2021 Status	Monthly Salary Rate as of End of Year	Annual Salary Rate as of End of Year	PAY CATEGORIES with Overtime Hours									RETIREMENT			Total (Total Pay + ER Retirement Cost)
					Base Pay	Overtime Pay		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Retirement Cost (EE+ER)	EE Paid Retirement Contribution	ER Retirement Cost	
						Hours											
53	Fire Captain (Reddy,K)	A	10,701.00	128,412.00	128,411.92	39,453.71	547	0	9,630.92	4,622.10	9,779.13	23,227.00	215,124.78	51,038.14	-20,622.96	30,415.18	245,539.96
54	Police Sergeant (McKinley,B)	A	11,429.00	137,148.00	135,136.97	18,989.70	210	3,378.36	13,513.66	5,526.30	17,930.93	23,768.68	218,244.60	47,732.48	-23,005.82	24,726.66	242,971.26
55	Fire Captain (Nocel,J)	A	10,701.00	128,412.00	128,411.93	21,231.70	241	18,632.73	9,630.92	4,622.10	4,840.20	23,227.00	210,596.58	54,307.56	-21,996.39	32,311.17	242,907.75
56	Fire Captain (Davis,A)	A	9,706.00	116,472.00	115,935.70	51,991.44	684	5,558.28	9,630.92	1,728.00	5,375.63	21,874.96	212,094.93	48,782.87	-19,579.50	29,203.37	241,298.30
57	Fire Captain (Airey,S)	A	10,701.00	128,412.00	128,411.92	32,443.91	384	5,614.51	9,630.92	4,177.59	5,926.71	23,227.00	209,432.56	53,176.28	-21,340.91	31,835.37	241,267.93
58	Finance Director (Molina,C)	A	14,584.00	175,008.00	175,008.08	0	0	0	0	19,059.56	7,404.19	24,280.20	225,752.03	30,040.25	-15,004.99	15,035.26	240,787.29
59	Fire Engineer (Soldan,D)	A	9,264.00	111,168.00	111,167.94	59,398.98	904	8.59	9,630.92	4,917.77	5,130.83	23,522.50	213,777.53	44,871.56	-18,131.83	26,739.73	240,517.26
60	Police Lieutenant (Chamness,J)	A	13,188.00	158,256.00	148,081.78	5,648.56	55	0	14,808.21	6,705.99	12,586.00	25,428.00	213,258.54	51,111.55	-24,551.02	26,560.53	239,819.07
61	Econ & Development Svcs Dir (Le,J)	A	15,841.00	190,092.00	186,436.41	0	0	0	0	15,680.10	0	23,543.40	225,659.91	31,991.44	-19,009.13	12,982.31	238,642.22
62	Police Sergeant (Morales,J)	A	11,429.00	137,148.00	136,488.63	4,697.97	70	6,029.53	13,648.82	7,706.33	19,249.62	25,428.00	213,248.90	48,985.90	-23,890.35	25,095.55	238,344.45
63	Fire Engineer (Kim,P)	A	9,264.00	111,168.00	111,167.94	57,730.72	835	2,788.68	6,210.36	4,001.55	5,130.83	23,522.50	210,552.58	45,259.17	-18,032.31	27,226.86	237,779.44
64	Police Officer (Rosado,E)	A	9,375.00	112,500.00	110,606.95	35,599.10	438	17,495.13	11,060.66	5,465.44	8,434.27	25,428.00	214,089.55	39,956.69	-19,379.70	20,576.99	234,666.54
65	Fire Engineer (Vitello,A)	A	9,264.00	111,168.00	111,167.94	45,890.32	561	5,558.28	9,630.92	4,001.55	5,130.83	23,522.50	204,902.34	47,008.92	-18,869.22	28,139.70	233,042.04
66	Police Sergeant (Selinske,M)	A	11,429.00	137,148.00	133,785.23	5,439.75	64	9,250.47	13,378.49	7,714.57	12,655.97	25,428.00	207,652.48	49,042.47	-23,926.09	25,116.38	232,768.86
67	Police Sergeant (Kuo,J)	A	11,429.00	137,148.00	133,521.51	12,264.19	131	3,337.98	13,352.12	6,843.90	12,580.82	25,428.00	207,328.52	47,196.57	-22,935.86	24,260.71	231,589.23
68	Fire Engineer (Brock,J)	A	9,264.00	111,168.00	111,167.93	50,785.28	817	0	9,099.48	4,459.66	5,130.83	23,522.50	204,165.68	44,494.79	-18,021.84	26,472.95	230,638.63
69	Police Sergeant (Diaz,C)	A	11,429.00	137,148.00	134,675.38	6,676.06	68	6,031.18	13,467.50	6,393.04	12,655.97	25,428.00	205,327.13	48,375.62	-23,427.48	24,948.14	230,275.27
70	Fire Fighter (Martinez,M)	A	9,125.00	109,500.00	109,500.05	57,171.28	827	35.72	5,027.12	3,465.00	5,053.85	23,778.00	204,031.02	42,911.23	-17,212.06	25,699.17	229,730.19
71	Fire Engineer (Johnson,T)	A	9,264.00	111,168.00	111,167.93	59,319.33	773	2,797.27	4,111.45	2,128.91	5,130.83	18,924.88	203,580.60	43,735.02	-17,683.44	26,051.58	229,632.18
72	Fire Fighter (Anderson,L)	A	9,125.00	109,500.00	108,710.32	69,681.01	1,147	35.44	3,210.22	3,465.00	4,998.46	23,778.00	213,878.45	31,154.65	-16,677.80	14,476.85	228,355.30
73	Police Officer (Lippincott,R)	A	8,503.00	102,036.00	96,819.71	58,736.45	861	6,140.70	4,841.06	6,315.01	8,433.60	25,428.00	206,714.53	37,944.19	-16,536.23	21,407.96	228,122.49
74	Police Sergeant (Wessel,P)	A	11,429.00	137,148.00	134,906.17	3,675.94	39	3,372.59	13,490.58	6,379.36	15,952.81	25,428.00	203,205.45	47,652.99	-23,088.90	24,564.09	227,769.54
75	Police Sergeant (Bradbury,M)	A	11,429.00	137,148.00	135,928.15	10,566.31	114	121.98	13,592.77	5,913.68	12,659.27	24,513.84	203,296.00	47,020.97	-22,726.02	24,294.95	227,590.95
76	Fire Engineer (Ortega,J)	A	9,264.00	111,168.00	110,526.43	43,061.09	626	7,462.04	3,259.52	3,923.11	8,446.65	23,778.00	200,456.84	44,985.35	-18,220.70	26,764.65	227,221.49
77	Police Sergeant (Souza Jr,J)	A	11,429.00	137,148.00	136,158.96	4,467.19	62	3,272.04	13,615.85	6,915.09	12,655.96	25,428.00	202,513.09	48,044.17	-23,342.75	24,701.42	227,214.51
78	Police Officer (Hickman,T)	A	9,375.00	112,500.00	109,509.29	33,501.20	424	15,967.14	10,950.87	5,057.01	1,386.13	25,428.00	201,799.64	44,041.01	-18,925.51	25,115.50	226,915.14

City of Costa Mesa 2021 Compensation and Benefits Report

Row	Job Title / Name	2021 Status	Monthly Salary Rate as of End of Year	Annual Salary Rate as of End of Year	PAY CATEGORIES with Overtime Hours									RETIREMENT			Total (Total Pay + ER Retirement Cost)
					Base Pay	Overtime Pay		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Retirement Cost (EE+ER)	EE Paid Retirement Contribution	ER Retirement Cost	
						Hours											
105	Fire Engineer (McCart,JR,K)	A	9,264.00	111,168.00	109,336.11	34,375.30	510	0	8,346.52	5,368.47	5,130.83	23,522.50	186,079.73	43,846.19	-17,645.10	26,201.09	212,280.82
106	Police Officer (Zzzzzzzzzzz)	A	9,375.00	112,500.00	109,354.19	18,464.76	247	8,639.78	8,269.85	6,715.43	10,248.11	25,428.00	187,120.12	44,378.72	-19,316.98	25,061.74	212,181.86
107	Fire Fighter (Brosamer,K)	A	8,186.00	98,232.00	96,316.06	64,792.54	1,179	0	4,815.46	4,339.43	4,533.78	23,778.00	198,575.27	28,307.39	-15,203.69	13,103.70	211,678.97
108	Fire Fighter (Bates,C)	A	8,095.00	97,140.00	95,027.06	70,795.54	1,334	0	4,682.44	4,483.38	4,483.38	23,778.00	198,766.42	26,624.23	-14,367.76	12,256.47	211,022.89
109	Police Sergeant (Luczkiewicz,S)	A	10,885.00	130,620.00	119,510.92	24,631.00	304	6,756.93	11,951.10	4,107.20	5,578.27	15,861.46	188,396.88	41,650.06	-19,987.55	21,662.51	210,059.39
110	Police Officer (Trevino,J)	A	9,375.00	112,500.00	112,499.94	18,538.17	211	12,098.73	11,249.94	3,312.81	5,189.08	25,428.00	188,316.67	40,988.70	-19,544.47	21,444.23	209,760.90
111	Fire Marshal (Neal,J)	A	13,068.00	156,816.00	154,177.28	0	0	0	0	8,108.68	11,158.06	27,479.92	200,923.94	28,000.46	-19,252.26	8,748.20	209,672.14
112	Fire Engineer (Mancillas,A)	A	9,264.00	111,168.00	111,167.94	29,316.82	361	0	9,630.92	4,459.66	5,130.83	23,522.50	183,228.67	44,385.55	-17,977.68	26,407.87	209,636.54
113	Police Officer (Gomez,L)	A	9,375.00	112,500.00	106,828.38	19,660.51	276	17,891.37	5,341.43	5,427.69	4,989.16	25,428.00	185,566.54	41,720.26	-18,037.96	23,682.30	209,248.84
114	Fire Engineer (Savage,S)	A	9,264.00	111,168.00	111,167.94	22,201.68	289	5,558.28	9,630.92	4,001.55	5,130.83	23,522.50	181,213.70	45,914.38	-18,596.75	27,317.63	208,531.33
115	Emergency Svcs Administrator (Dempsey,J)	A	10,876.00	130,512.00	125,252.73	52,223.43	567	0	0	3,944.01	956.12	16,799.90	199,176.19	22,115.10	-15,503.53	6,611.57	205,787.76
116	Police Officer (Zzzzzzzzzzz)	A	9,375.00	112,500.00	110,931.47	20,039.11	256	8,679.11	5,546.65	4,244.44	10,381.40	25,428.00	185,250.18	39,314.38	-18,905.01	20,409.37	205,659.55
117	Police Officer (Hanson,R)	A	9,375.00	112,500.00	112,391.78	12,625.83	151	7,386.79	10,806.43	6,328.12	10,381.39	25,428.00	185,348.34	39,632.41	-19,350.90	20,281.51	205,629.85
118	Parks and Community Svcs Dir (Minter,J)	A	12,889.00	154,668.00	154,667.97	0	0	0	0	14,412.90	594.88	24,669.70	194,345.45	26,548.73	-15,466.88	11,081.85	205,427.30
119	Police Officer (Sevilla,D)	A	9,375.00	112,500.00	111,850.92	11,616.78	203	4,321.43	11,185.04	5,778.44	14,109.57	25,428.00	184,288.18	39,971.72	-19,427.55	20,544.17	204,832.35
120	Systems & Programming Supv (Liu,J)	A	12,083.00	144,996.00	142,207.62	25,071.85	255	0	0	5,855.61	6,692.12	16,799.90	196,627.10	25,825.45	-17,767.54	8,057.91	204,685.01
121	Police Officer (Bak,D)	A	9,375.00	112,500.00	111,174.89	13,492.90	194	5,105.00	11,117.45	3,255.33	12,894.79	25,428.00	182,468.36	39,991.30	-19,080.17	20,911.13	203,379.49
122	Police Officer (Santos,J)	A	8,928.00	107,136.00	103,604.68	29,414.21	392	4,720.43	5,180.20	5,753.46	7,472.20	25,428.00	181,573.18	38,370.87	-16,689.34	21,681.53	203,254.71
123	Police Officer (Christianson,K)	A	9,375.00	112,500.00	106,210.00	15,415.87	217	14,809.84	5,310.50	6,554.11	4,979.64	25,428.00	178,507.96	40,389.31	-17,629.55	22,759.76	201,267.72
124	Fire Fighter (Torres,M)	A	8,186.00	98,232.00	96,971.96	47,160.65	843	5,558.28	4,358.46	4,051.82	4,533.78	23,778.00	186,412.95	30,435.87	-16,022.22	14,413.65	200,826.60
125	Police Officer (Heredia,J)	A	8,503.00	102,036.00	98,858.61	28,033.74	395	8,377.34	4,942.91	3,332.18	9,105.27	25,428.00	178,078.05	39,475.99	-16,794.23	22,681.76	200,759.81
126	Human Resources Manager (Lee,K)	A	12,619.00	151,428.00	151,428.03	1,702.74	28	0	0	6,268.07	6,988.99	24,654.62	191,042.45	27,508.50	-18,171.39	9,337.11	200,379.56
127	City Clerk (Green,B)	A	11,691.00	140,292.00	140,292.11	0	0	0	0	8,774.24	16,194.30	24,674.12	189,934.77	24,081.20	-14,029.22	10,051.98	199,986.75
128	Police Officer (Charlier,J)	A	9,375.00	112,500.00	110,823.28	13,224.15	163	0	11,082.28	4,326.91	10,381.39	25,428.00	175,266.01	42,969.13	-18,399.52	24,569.61	199,835.62
129	Police Officer (Saar,J)	A	9,375.00	112,500.00	109,504.20	5,604.90	72	3,042.96	10,950.37	7,008.73	14,042.93	24,742.64	174,896.73	43,464.45	-18,973.60	24,490.85	199,387.58
130	Police Officer (Leffingwell,S)	R	9,375.00	112,500.00	102,142.50	4,624.41	56	14,564.36	10,214.21	5,973.85	20,387.92	22,494.00	180,401.25	36,488.40	-17,803.82	18,684.58	199,085.83

City of Costa Mesa 2021 Compensation and Benefits Report

Row	Job Title / Name	2021 Status	Monthly Salary Rate as of End of Year	Annual Salary Rate as of End of Year	PAY CATEGORIES with Overtime Hours									RETIREMENT			Total (Total Pay + ER Retirement Cost)
					Base Pay	Overtime Pay		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Retirement Cost (EE+ER)	EE Paid Retirement Contribution	ER Retirement Cost	
						Hours											
131	Police Officer (Wilson,N)	A	9,375.00	112,500.00	112,499.95	26,637.66	329	580.06	7,572.16	6,328.12	10,381.39	15,338.26	179,337.60	37,883.60	-18,530.29	19,353.31	198,690.91
132	Sr Police Officer (Thomas Jr.,A)	A	9,843.00	118,116.00	117,434.60	2,754.15	38	2,935.78	11,743.42	6,005.17	10,899.55	25,428.00	177,200.67	41,489.10	-20,161.74	21,327.36	198,528.03
133	Police Officer (Jacobi,J)	A	9,375.00	112,500.00	110,606.99	10,371.08	129	0	11,060.67	3,807.69	12,544.85	25,428.00	173,819.28	42,887.29	-18,293.51	24,593.78	198,413.06
134	Police Officer (Nguyen,F)	A	9,375.00	112,500.00	111,959.06	2,163.47	40	8,704.80	11,195.86	6,328.12	11,679.46	25,428.00	177,458.77	39,774.52	-19,408.18	20,366.34	197,825.11
135	Police Officer (Condon,K)	A	9,375.00	112,500.00	110,012.05	11,253.35	141	3,314.76	11,001.15	4,989.49	9,841.07	25,428.00	175,839.87	39,056.07	-18,893.27	20,164.80	196,004.67
136	Police Officer (Blythe,Z)	A	9,375.00	112,500.00	111,986.18	16,915.57	239	2,799.58	11,198.56	4,247.14	3,567.56	20,337.98	171,052.57	42,599.53	-18,232.42	24,367.11	195,419.68
137	Police Officer (Tu,K)	A	9,375.00	112,500.00	108,849.14	13,313.74	190	1,926.83	10,884.88	4,881.31	9,705.86	25,428.00	174,989.76	38,239.68	-18,504.72	19,734.96	194,724.72
138	Police Officer (Korte,J)	A	9,375.00	112,500.00	108,685.13	9,464.96	123	5,905.90	10,495.03	3,942.44	10,241.36	20,638.54	169,373.36	43,986.92	-18,772.27	25,214.65	194,588.01
139	Sr Communications Supervisor (Leffingwell,R)	A	10,622.00	127,464.00	123,611.38	29,888.97	324	3,090.23	6,180.46	7,214.35	0	16,799.90	186,785.29	24,163.38	-16,812.66	7,350.72	194,136.01
140	Police Officer (Carboni,J)	A	9,375.00	112,500.00	110,255.39	16,235.26	235	8,688.92	0	5,699.54	5,192.31	24,237.20	170,308.62	41,778.29	-18,096.62	23,681.67	193,990.29
141	Transportation Services Mgr (Rosales,J)	A	12,371.00	148,452.00	146,524.96	0	0	0	0	7,223.19	0	27,479.92	181,228.07	25,878.23	-13,598.32	12,279.91	193,507.98
142	Communications Supervisor (Phipps,J)	A	7,702.00	92,424.00	91,002.17	63,149.95	861	7,618.43	4,550.14	3,891.27	0	16,799.90	187,011.86	18,772.21	-12,871.04	5,901.17	192,913.03
143	Police Officer (Hermes,J)	A	9,375.00	112,500.00	110,335.56	16,924.08	215	2,974.67	10,837.78	4,741.97	3,554.36	19,603.74	168,972.16	41,965.94	-18,028.78	23,937.16	192,909.32
144	Chief Plans Examiner (Chamoun,C)	A	12,535.00	150,420.00	147,527.32	3,113.49	33	3,632.14	0	6,074.65	6,942.46	16,799.90	184,089.96	27,454.92	-18,868.12	8,586.80	192,676.76
145	Fire Fighter (Ordaz,A)	A	8,095.00	97,140.00	95,447.06	48,707.33	833	5,558.28	2,444.64	1,437.64	4,483.38	20,355.66	178,433.99	29,587.54	-15,559.64	14,027.90	192,461.89
146	Police Officer (McMorris,C)	A	8,928.00	107,136.00	104,389.52	9,034.84	77	14,416.26	5,219.44	3,043.37	9,260.00	21,681.66	167,045.09	43,560.63	-18,466.34	25,094.29	192,139.38
147	Fire Fighter (Ferguson,D)	A	9,125.00	109,500.00	109,500.00	9,498.65	91	5,628.78	10,130.92	2,328.31	5,053.85	22,671.92	164,812.43	45,894.22	-18,588.63	27,305.59	192,118.02
148	Public Affairs Manager (Dodero,A)	A	11,567.00	138,804.00	136,935.52	0	0	0	0	7,949.99	8,166.19	27,479.92	180,531.62	24,184.44	-12,804.67	11,379.77	191,911.39
149	Police Officer (Cordero,C)	A	9,375.00	112,500.00	110,985.59	14,197.73	178	0	11,098.52	5,116.58	5,192.31	25,428.00	172,018.73	38,390.70	-18,596.95	19,793.75	191,812.48
150	Fire Fighter (La Placa,G)	A	9,125.00	109,500.00	109,500.03	16,916.45	243	0	7,383.48	3,465.00	5,053.85	23,778.00	166,096.81	42,791.02	-17,331.73	25,459.29	191,556.10
151	Police Officer (Peralta,E)	A	8,098.00	97,176.00	92,723.97	35,222.28	558	6,933.74	4,636.23	4,076.23	1,747.32	25,428.00	170,767.77	35,240.51	-15,156.16	20,084.35	190,852.12
152	Police Officer (Holt,D)	A	9,375.00	112,500.00	109,578.25	4,732.56	59	0	10,957.78	6,501.24	10,143.73	24,581.96	166,495.52	42,470.01	-18,447.99	24,022.02	190,517.54
153	Computer Oper/Networking Supv (Silva,A)	A	10,870.00	130,440.00	125,644.49	29,643.88	330	0	0	10,059.97	0	16,799.90	182,148.24	22,810.86	-16,160.85	6,650.01	188,798.25
154	Public Affairs Manager (Fyad,R)	A	11,567.00	138,804.00	136,735.27	0	0	6,836.85	0	8,000.29	66.73	27,479.92	179,119.06	24,638.01	-15,067.27	9,570.74	188,689.80
155	Police Officer (Gallardo,J)	A	9,375.00	112,500.00	109,849.76	17,780.97	231	8,652.07	5,492.58	5,956.78	3,806.08	17,713.54	169,251.78	37,397.13	-18,254.97	19,142.16	188,393.94
156	Police Officer (Molina,E)	A	8,928.00	107,136.00	99,926.56	19,646.83	289	8,404.03	0	5,599.92	9,415.89	23,666.08	166,659.31	38,213.65	-16,590.87	21,622.78	188,282.05

City of Costa Mesa 2021 Compensation and Benefits Report

Row	Job Title / Name	2021 Status	Monthly Salary Rate as of End of Year	Annual Salary Rate as of End of Year	PAY CATEGORIES with Overtime Hours									RETIREMENT			Total (Total Pay + ER Retirement Cost)
					Base Pay	Overtime Pay		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Retirement Cost (EE+ER)	EE Paid Retirement Contribution	ER Retirement Cost	
						Hours											
157	Police Officer (Moore,K)	A	8,928.00	107,136.00	101,496.37	20,701.57	285	98.11	5,074.75	4,343.27	9,415.87	25,428.00	166,557.94	37,661.31	-16,201.14	21,460.17	188,018.11
158	Police Officer (Smith,J)	A	9,375.00	112,500.00	112,013.18	5,138.21	64	0	11,201.28	4,967.85	9,262.89	25,428.00	168,011.41	38,736.85	-18,734.37	20,002.48	188,013.89
159	Police Officer (Tripp,J)	A	9,375.00	112,500.00	110,985.60	6,436.30	80	0	5,540.35	5,735.88	9,157.94	25,428.00	163,293.07	41,154.27	-17,844.84	23,309.43	186,602.50
160	Police Officer (Moore,S)	A	9,375.00	112,500.00	111,418.30	6,754.05	92	8,393.92	11,141.79	3,287.66	0	23,252.32	164,248.04	39,497.83	-18,855.72	20,642.11	184,890.15
161	Police Officer (Lopez,J)	A	8,503.00	102,036.00	95,587.71	11,941.51	176	8,295.61	6,311.84	6,305.64	9,057.78	25,428.00	162,928.09	38,772.08	-16,911.42	21,860.66	184,788.75
162	Police Officer (Zzzzzzzzz)	A	8,503.00	102,036.00	96,381.80	24,737.85	374	0	9,638.10	2,904.80	4,482.14	25,428.00	163,572.69	35,846.84	-15,249.44	20,597.40	184,170.09
163	Police Officer (Richee,M)	A	8,928.00	107,136.00	104,799.97	11,970.66	157	78.49	5,239.97	5,382.93	9,868.20	23,583.30	160,923.52	38,883.17	-16,856.96	22,026.21	182,949.73
164	Police Officer (Guenther,H)	A	9,375.00	112,500.00	110,525.85	3,461.52	45	2,763.07	11,052.55	4,928.64	5,189.62	25,428.00	163,349.25	37,505.05	-18,159.72	19,345.33	182,694.58
165	Police Officer (Schulze,J)	A	8,503.00	102,036.00	94,886.76	25,438.64	404	2,372.21	4,744.40	5,043.23	4,482.14	25,428.00	162,395.38	34,479.82	-14,986.52	19,493.30	181,888.68
166	Police Officer (Kim,J)	A	9,375.00	112,500.00	111,742.75	11,533.93	154	0	2,379.85	973.56	6,218.88	25,428.00	158,276.97	40,329.98	-16,840.42	23,489.56	181,766.53
167	Fire Engineer (Brown,B)	A	9,264.00	111,168.00	83,089.65	50,005.21	700	0	3,111.36	3,961.21	5,130.83	17,356.28	162,654.54	31,990.78	-12,956.77	19,034.01	181,688.55
168	Sr Programmer Analyst (CON) (Yang,H)	A	10,936.00	131,232.00	128,708.29	17,488.16	238	0	0	5,299.75	6,056.86	16,799.90	174,352.96	23,373.93	-16,081.01	7,292.92	181,645.88
169	Police Officer (Novkoff,R)	A	9,375.00	112,500.00	110,877.39	6,801.37	104	2,771.86	5,543.95	3,488.58	4,789.92	23,623.60	157,896.67	40,296.73	-17,175.40	23,121.33	181,018.00
170	Assistant to the City Manager (Reyes,A)	A	11,567.00	138,804.00	125,892.10	0	0	6,294.60	0	8,035.54	7,505.10	24,851.32	172,578.66	24,013.08	-15,862.34	8,150.74	180,729.40
171	Police Officer (Wood,D)	A	9,375.00	112,500.00	112,499.97	486.78	6	108.17	11,249.94	6,328.12	5,189.08	25,428.00	161,290.06	37,372.89	-18,288.05	19,084.84	180,374.90
172	Police Officer (Gresley,C)	A	8,098.00	97,176.00	92,056.21	32,804.63	523	840.96	4,602.84	5,110.46	3,230.68	22,448.92	161,094.70	32,944.33	-14,343.36	18,600.97	179,696.67
173	Fire Fighter (Kiesz,J)	A	8,186.00	98,232.00	96,611.99	30,664.28	450	2,779.14	3,852.42	4,062.86	4,533.78	23,778.00	166,282.47	28,786.64	-15,522.72	13,263.92	179,546.39
174	Community Improvement Manager (Giamboa,F)	A	10,389.00	124,668.00	123,768.92	0	0	6,188.44	0	9,095.08	5,753.90	27,479.92	172,286.26	23,605.31	-16,380.29	7,225.02	179,511.28
175	Police Officer (Gallegos,H)	A	8,098.00	97,176.00	94,104.36	30,778.08	471	1,588.48	0	3,781.85	6,633.17	23,139.22	160,025.16	33,823.76	-14,541.92	19,281.84	179,307.00
176	Revenue Supervisor (Baca,A)	A	9,986.00	119,832.00	123,491.56	8,705.14	126	6,174.50	0	5,705.28	12,986.31	14,083.10	171,145.89	23,566.15	-15,559.89	8,006.26	179,152.15
177	Fire Fighter (Myszka,K)	A	7,276.00	87,312.00	85,715.03	45,087.07	920	580.98	3,728.78	3,825.03	4,078.65	23,162.00	166,177.54	26,292.60	-13,670.99	12,621.61	178,798.15
178	Police Officer (Melendez,A)	A	8,098.00	97,176.00	92,278.28	36,826.71	546	560.64	0	5,382.12	4,020.04	21,558.94	160,626.73	31,375.93	-13,686.47	17,689.46	178,316.19
179	Police Officer (Lopez,O)	A	9,375.00	112,500.00	110,742.19	2,352.75	35	8,674.38	5,537.19	5,218.68	3,695.21	22,241.44	158,461.84	37,558.03	-18,224.07	19,333.96	177,795.80
180	Fire Fighter (Finkelstein,Z)	A	7,343.00	88,116.00	83,808.07	52,860.89	1,055	0	370.4	2,587.20	3,873.05	22,937.20	166,436.81	23,750.32	-12,797.77	10,952.55	177,389.36
181	Network Systems Administrator (Swanson,L)	A	10,188.00	122,256.00	117,761.75	26,565.83	414	73.71	0	9,684.93	0	16,799.90	170,886.12	21,393.46	-15,158.46	6,235.00	177,121.12
182	Fire Fighter (McMahon,B)	A	8,095.00	97,140.00	93,419.56	41,939.05	770	0	5,136.30	3,039.88	4,221.97	16,681.08	164,437.84	27,663.66	-15,122.64	12,541.02	176,978.86

City of Costa Mesa 2021 Compensation and Benefits Report

Row	Job Title / Name	2021 Status	Monthly Salary Rate as of End of Year	Annual Salary Rate as of End of Year	PAY CATEGORIES with Overtime Hours									RETIREMENT			Total (Total Pay + ER Retirement Cost)
					Base Pay	Overtime Pay		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Retirement Cost (EE+ER)	EE Paid Retirement Contribution	ER Retirement Cost	
						Hours											
183	Fire Fighter (Grovom,J)	A	7,343.00	88,116.00	84,148.66	50,032.51	927	0	2,889.38	2,959.03	3,829.85	21,181.84	165,041.27	24,790.83	-13,293.00	11,497.83	176,538.10
184	Police Officer (McMahon,H)	A	7,345.00	88,140.00	84,344.10	45,471.26	792	0	0	674.53	4,998.71	23,197.72	158,686.32	29,841.39	-12,436.39	17,405.00	176,091.32
185	Park Ranger (Pallo,M)	A	6,539.00	78,468.00	77,260.81	66,481.59	1,101	6,834.44	0	3,565.01	0	16,799.90	170,941.75	15,308.20	-10,542.78	4,765.42	175,707.17
186	Fire Fighter (Humphreys,K)	A	7,623.00	91,476.00	86,861.03	41,675.89	692	0	1,827.40	6,143.35	4,221.97	23,544.62	164,274.26	24,912.05	-13,702.72	11,209.33	175,483.59
187	Police Officer (Ashby,I)	A	8,503.00	102,036.00	99,676.22	19,569.60	301	6,870.12	4,983.79	3,056.15	4,007.50	14,918.54	153,081.92	37,701.24	-16,037.63	21,663.61	174,745.53
188	Fire Fighter (Chavez,M)	A	7,276.00	87,312.00	85,715.01	35,669.45	591	475.03	8,284.96	4,379.70	4,029.78	23,778.00	162,331.93	25,960.42	-14,059.25	11,901.17	174,233.10
189	Police Officer (Fowell,G)	A	8,928.00	107,136.00	100,907.70	15,035.59	221	0	7,203.85	4,052.09	4,706.52	25,428.00	157,333.75	32,486.10	-15,702.98	16,783.12	174,116.87
190	Acting Principal Planner (Inoes JR,D)	A	10,350.00	124,200.00	120,020.49	21,662.72	355	0	0	4,919.33	3,962.41	16,799.90	167,364.85	21,193.37	-14,992.80	6,200.57	173,565.42
191	Network Systems Administrator (Gonzalez,R)	A	10,188.00	122,256.00	117,761.69	21,835.50	324	0	0	9,352.35	827.63	16,799.90	166,577.07	20,789.75	-15,146.88	5,642.87	172,219.94
192	Fire Fighter (Hibbard,S)	A	7,260.00	87,120.00	78,765.25	41,137.75	825	0	8,568.76	4,079.77	3,655.38	23,778.00	159,984.91	24,655.84	-13,180.86	11,474.98	171,459.89
193	Police Officer (Scott Jr,T)	A	8,503.00	102,036.00	97,316.90	3,817.58	59	2,432.91	8,192.37	5,172.33	9,189.38	23,623.60	149,745.07	38,024.13	-16,474.67	21,549.46	171,294.53
194	Police Officer (Brown,N)	A	9,375.00	112,500.00	112,283.61	17,275.58	203	7,897.91	11,228.31	243.39	0	0	148,928.80	39,636.87	-18,493.35	21,143.52	170,072.32
195	Network Systems Administrator (Hamm,A)	A	10,188.00	122,256.00	117,761.72	19,032.71	284	0	0	9,052.75	827.63	16,799.90	163,474.71	21,379.86	-15,146.88	6,232.98	169,707.69
196	Fire Fighter (Kennedy,R)	A	7,343.00	88,116.00	87,792.79	35,282.05	593	0	3,395.42	4,685.72	4,066.89	22,650.80	157,873.67	25,482.58	-14,045.66	11,436.92	169,310.59
197	Police Officer (Solo Leyva,J)	A	8,503.00	102,036.00	98,648.43	16,821.99	254	0	3,887.04	4,041.22	0	25,428.00	148,826.68	34,647.90	-14,920.82	19,727.08	168,553.76
198	Human Resources Administrator (Carvajal,I)	A	10,636.00	127,632.00	120,623.55	10,196.44	131	6,031.06	0	8,265.87	935.08	16,799.90	162,851.90	21,771.99	-16,170.19	5,601.80	168,453.70
199	Police Officer (Gutierrez,G)	A	8,098.00	97,176.00	92,991.10	14,320.23	230	7,027.18	4,649.59	3,854.15	3,011.07	22,323.34	148,176.66	35,365.92	-15,193.08	20,172.84	168,349.50
200	City Engineer (Yang,S)	A	10,821.00	129,852.00	128,401.57	713.49	12	0	0	4,429.72	356.75	26,247.61	160,149.14	21,208.08	-13,436.20	7,771.88	167,921.02
201	Fire Fighter (Schwab,H)	A	6,930.00	83,160.00	82,702.99	35,689.78	722	509.76	6,099.34	2,631.45	4,068.60	22,529.20	154,231.12	25,149.82	-13,318.42	11,831.40	166,062.52
202	Police Officer (Gonzales,M)	A	7,712.00	92,544.00	89,726.67	18,388.07	330	0	3,559.40	3,517.13	5,697.80	25,428.00	146,317.07	32,939.26	-14,138.59	18,800.67	165,117.74
203	Senior Engineer (Rahmian,A)	A	11,500.00	138,000.00	134,815.44	0	0	0	0	6,103.85	0	16,799.90	157,719.19	23,806.05	-16,910.29	6,895.76	164,614.95
204	Police Officer (Fay,D)	A	7,712.00	92,544.00	94,112.06	25,332.75	388	0	4,071.06	4,075.95	4,245.22	13,816.92	145,653.96	33,165.61	-14,316.29	18,849.32	164,503.28
205	Police Officer (Hagan,J)	A	8,098.00	97,176.00	94,438.91	6,555.69	118	2,032.32	4,722.01	3,906.02	4,449.30	25,428.00	141,532.25	34,201.35	-14,709.95	19,491.40	161,023.65
206	Police Officer (Nippert,E)	A	8,503.00	102,036.00	100,606.26	4,316.91	84	2,515.13	0	3,325.30	4,683.55	25,428.00	140,875.15	34,863.41	-14,901.32	19,962.09	160,837.24
207	Fire Engineer (Basco,C)	A	9,264.00	111,168.00	80,209.89	29,948.92	412	0	7,408.40	2,364.93	2,565.42	17,438.70	139,936.26	31,696.00	-12,836.95	18,859.05	158,795.31
208	Police Officer (Gaunt,C)	A	7,712.00	92,544.00	91,501.88	17,974.92	311	0	3,888.64	3,437.76	2,816.16	19,607.38	139,226.74	32,247.35	-13,835.98	18,411.37	157,638.11

City of Costa Mesa 2021 Compensation and Benefits Report

Row	Job Title / Name	2021 Status	Monthly Salary Rate as of End of Year	Annual Salary Rate as of End of Year	PAY CATEGORIES with Overtime Hours										RETIREMENT			Total (Total Pay + ER Retirement Cost)
					Base Pay	Overtime Pay		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Retirement Cost (EE+ER)	EE Paid Retirement Contribution	ER Retirement Cost		
						Hours												
209	Police Officer (Westman,K)	A	9,375.00	112,500.00	98,078.33	1,582.09	20	2,451.89	9,807.80	1,216.95	1,396.54	25,254.06	139,787.66	33,397.39	-15,679.60	17,717.79	157,505.45	
210	Animal Control Officer (Rodriguez,A)	A	7,079.00	84,948.00	83,436.96	40,804.51	846	0	0	4,247.40	7,187.91	16,799.90	152,476.68	15,188.49	-10,545.68	4,642.81	157,119.49	
211	Communications Supervisor (Hembree,D)	A	7,702.00	92,424.00	87,610.03	35,447.72	520	2,710.43	4,380.44	4,501.35	0	16,799.90	151,449.87	17,230.79	-11,927.87	5,302.92	156,752.79	
212	Fire Fighter (Amaya,O)	A	7,343.00	88,116.00	87,631.26	14,039.29	312	5,558.28	4,877.02	3,951.59	4,066.89	23,778.00	143,902.33	26,944.13	-14,518.01	12,426.12	156,328.45	
213	Energy & Sustainability Sr Mgr (Meworki,Gebreyohannes,S)	A	9,515.00	114,180.00	112,214.32	0	0	0	0	6,166.09	836.49	27,479.92	146,696.82	19,817.12	-10,483.29	9,333.83	156,030.65	
214	Fire Fighter (Medeck,B)	A	7,343.00	88,116.00	87,682.46	30,801.43	495	0	3,913.98	454.39	4,066.89	16,981.12	143,900.27	25,683.18	-13,836.92	11,846.26	155,746.53	
215	Police Officer (Anders,G)	A	7,712.00	92,544.00	88,372.24	12,738.68	232	0	1,584.79	3,248.78	8,391.36	22,909.92	137,245.77	31,791.82	-13,623.26	18,168.56	155,414.33	
216	Property/Evidence Supervisor (Carpenter,B)	A	10,622.00	127,464.00	125,594.94	414.55	5	0	0	4,534.78	398.33	16,799.90	147,742.50	22,845.88	-15,639.13	7,206.75	154,940.25	
217	Payroll Supervisor (Dolewski,A)	A	10,136.00	121,632.00	109,690.09	8,775.40	132	0	0	4,619.40	7,908.03	16,799.90	147,792.82	19,186.94	-13,358.99	5,827.95	153,620.77	
218	Police Officer (Clements,B)	T	9,375.00	112,500.00	83,103.98	2,596.12	32	2,077.56	8,310.37	6,328.12	13,715.29	18,582.00	134,713.44	33,102.82	-14,520.00	18,582.82	153,296.26	
219	Police Officer (Tedesco,D)	A	7,345.00	88,140.00	87,029.63	16,282.55	265	0	0	2,199.39	4,068.00	25,428.00	135,007.57	30,771.82	-13,050.26	17,721.56	152,729.13	
220	Principal Civil Engineer (Mokarram,N)	A	11,498.00	137,976.00	124,232.00	0	0	0	0	5,054.54	0	16,799.90	146,086.44	21,934.63	-15,514.38	6,420.25	152,506.69	
221	Police Officer (Ortiz,S)	A	8,098.00	97,176.00	92,812.98	5,071.23	92	6,933.74	0	2,852.15	0	25,428.00	133,098.10	33,704.31	-14,363.83	19,340.48	152,438.58	
222	Police Officer (Jones,C)	A	8,098.00	97,176.00	91,657.26	3,674.10	61	1,588.48	4,582.92	4,858.56	3,030.34	23,623.60	133,015.26	33,044.88	-14,376.21	18,668.67	151,683.93	
223	Sr Communications Officer (Carter,J)	A	7,145.00	85,740.00	83,720.16	36,344.42	563	1,736.00	4,185.92	3,709.28	0	16,799.90	146,495.68	16,311.33	-11,225.77	5,085.56	151,581.24	
224	Senior Management Analyst (Kernerson,S)	A	8,674.00	104,088.00	102,086.28	12,298.37	186	5,104.17	0	4,413.73	4,804.06	16,799.90	145,506.51	19,466.16	-13,392.47	6,073.69	151,580.20	
225	Police Officer (Bruno,D)	A	7,712.00	92,544.00	85,810.10	15,917.68	269	0	881.38	3,640.33	4,037.04	24,142.04	134,428.57	29,290.29	-12,640.24	16,650.05	151,078.62	
226	Communications Supervisor (Holt,M)	A	7,702.00	92,424.00	91,179.87	21,101.07	316	6,047.38	4,039.16	6,356.15	0	16,799.90	145,523.53	18,423.67	-12,938.31	5,485.36	151,008.89	
227	Police Officer (Luu,M)	A	8,503.00	102,036.00	94,933.55	5,956.74	107	2,373.37	0	4,004.30	861.95	23,462.92	131,592.83	32,890.33	-14,177.91	18,712.42	150,305.25	
228	Sr Programmer Analyst (CON) (Ortiz-Luis,J)	A	9,919.00	119,028.00	116,281.33	5,827.88	100	0	0	5,264.70	0	16,799.90	144,173.81	20,533.26	-14,585.49	5,947.77	150,121.58	
229	Police Officer (Salem,T)	A	8,098.00	97,176.00	94,616.85	7,460.55	140	2,020.64	4,730.91	4,797.11	2,375.56	14,535.82	130,537.44	34,261.53	-14,860.38	19,401.15	149,938.59	
230	Maintenance Superintendent (Ortiz,J)	A	9,698.00	116,376.00	113,914.30	85.29	1	5,695.80	0	3,206.58	3,133.20	16,799.90	142,835.07	21,756.80	-14,997.16	6,759.64	149,594.71	
231	Maintenance Superintendent (Jojola,D)	A	9,236.00	110,832.00	108,276.77	4,703.00	89	5,423.54	0	4,509.95	2,905.93	16,799.90	142,619.09	20,682.88	-14,208.88	6,474.00	149,093.09	
232	Chief of Inspection (Bohr,R)	A	9,084.00	109,008.00	92,680.34	17,420.55	331	4,634.06	0	8,380.09	3,477.23	16,799.90	143,392.17	17,163.13	-12,206.48	4,956.65	148,348.82	
233	Police Officer (Elliott,J)	A	9,375.00	112,500.00	88,365.45	1,203.41	16	2,209.09	8,836.52	0	5,712.62	25,428.00	131,755.09	30,371.14	-14,161.19	16,209.95	147,965.04	
234	Police Officer (Reeves,D)	T	8,503.00	102,036.00	94,279.73	1,671.41	28	2,357.02	0	5,144.70	1,622.00	24,450.00	129,524.86	32,669.57	-14,249.44	18,420.13	147,944.99	

City of Costa Mesa 2021 Compensation and Benefits Report

Row	Job Title / Name	2021 Status	Monthly Salary Rate as of End of Year	Annual Salary Rate as of End of Year	PAY CATEGORIES with Overtime Hours									RETIREMENT			Total (Total Pay + ER Retirement Cost)
					Base Pay	Overtime Pay		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Retirement Cost (EE+ER)	EE Paid Retirement Contribution	ER Retirement Cost	
						Hours											
235	Maintenance Services Manager (Ryan,R)	A	10,276.00	123,312.00	111,874.13	2,035.69	25	0	0	4,904.74	2,184.67	19,675.29	140,674.52	19,746.45	-12,988.34	6,758.11	147,432.63
236	Police Officer (Defuria,A)	A	7,712.00	92,544.00	87,928.17	12,648.96	213	0	169.5	4,538.14	1,100.88	23,965.50	130,351.15	29,789.16	-12,969.01	16,820.15	147,171.30
237	Police Officer (Elisarraraz,M)	A	7,345.00	88,140.00	83,497.25	18,976.07	329	0	0	2,707.52	1,421.25	23,771.28	130,373.37	28,215.11	-12,062.51	16,152.60	146,525.97
238	Sr Communications Officer (Johnson,A)	A	7,145.00	85,740.00	82,767.99	21,799.17	347	8,620.83	4,138.33	4,625.02	0	16,799.90	138,751.24	17,380.45	-12,041.85	5,338.60	144,089.84
239	Building Official (Douglas,Z)	A	13,068.00	156,816.00	117,556.37	0	0	0	0	2,108.15	0	16,444.54	136,109.06	20,696.13	-13,042.33	7,653.80	143,762.86
240	Associate Engineer (Fouladi,B)	A	9,488.00	113,856.00	111,666.49	4,619.92	72	0	0	4,598.03	0	16,799.90	137,684.34	19,719.56	-13,951.73	5,767.83	143,452.17
241	Police Officer (Nicolas,O)	A	7,345.00	88,140.00	83,980.79	12,231.51	226	0	0	943.57	4,476.49	23,965.50	125,597.86	29,718.30	-12,436.39	17,281.91	142,879.77
242	Police Officer (Gonzales III,R)	A	7,712.00	92,544.00	83,673.23	2,424.83	42	0	0	8,495.96	7,422.26	23,758.02	125,774.30	29,660.90	-13,489.77	16,171.13	141,945.43
243	Human Resources Analyst (Wang,R)	A	8,797.00	105,564.00	103,534.01	8,143.02	151	0	0	4,263.16	4,085.54	16,799.90	136,625.63	17,765.75	-12,935.70	4,830.05	141,655.68
244	Neighborhood Improvement Mgr (Lumley,S)	T	10,389.00	124,668.00	87,866.97	0	0	0	0	5,452.70	20,166.24	20,081.48	133,567.39	15,614.33	-8,339.57	7,274.76	140,842.15
245	Maintenance Superintendent (Tucker,M)	A	9,236.00	110,832.00	107,081.39	482.1	10	0	0	4,562.19	5,074.70	16,799.90	134,000.28	19,441.62	-13,397.22	6,044.40	140,044.68
246	Police Officer (Osborn,J)	A	7,345.00	88,140.00	85,225.64	7,616.88	144	0	0	2,523.88	3,127.20	24,916.32	123,409.92	28,803.84	-12,283.03	16,520.81	139,930.73
247	Fire Fighter (Diamond,M)	A	7,260.00	87,120.00	78,910.19	29,167.71	574	0	963.04	517.87	3,655.38	15,673.06	128,887.25	22,372.43	-12,026.82	10,345.61	139,232.86
248	Principal Planner (Ashabi,M)	T	10,350.00	124,200.00	90,851.10	4,449.05	71	0	0	5,015.77	19,431.93	12,923.00	132,670.85	16,585.42	-11,504.02	5,081.40	137,752.25
249	Associate Engineer (Oquendo,C)	A	9,488.00	113,856.00	104,659.88	881.79	17	0	0	4,284.97	4,744.07	16,799.90	131,370.61	19,004.96	-13,073.42	5,931.54	137,302.15
250	Police Officer (Howard,I)	A	7,345.00	88,140.00	83,860.11	6,419.19	109	0	0	1,210.67	4,068.00	24,349.52	119,907.49	29,671.42	-12,459.06	17,212.36	137,119.85
251	Maintenance Supervisor (Santos,J)	A	8,391.00	100,692.00	98,562.12	871.4	12	4,928.16	700	4,473.05	4,163.23	16,799.90	130,497.86	18,956.45	-13,063.19	5,893.26	136,391.12
252	Assistant Engineer (Chirar,M)	A	8,842.00	106,104.00	104,063.58	918.2	12	0	0	4,284.97	4,080.92	16,799.90	130,147.57	18,898.34	-13,001.86	5,896.48	136,044.05
253	Assistant Engineer (Gurovich,I)	A	8,842.00	106,104.00	104,063.60	0	0	0	0	4,284.97	4,897.10	16,799.90	130,045.57	18,898.34	-13,001.85	5,896.49	135,942.06
254	Police Training Assistant (Schall,J)	A	7,590.00	91,080.00	102,419.77	4,380.77	72	0	0	4,263.16	2,030.08	16,799.90	129,893.68	18,602.98	-12,802.00	5,800.98	135,694.66
255	Principal HR Analyst (Accola,F)	A	8,390.00	100,680.00	98,743.79	41.6	0	9,371.22	0	4,269.22	0	16,799.90	129,225.73	18,309.34	-12,954.07	5,355.27	134,581.00
256	Zoning Administrator (Bouwens-Killeen,W)	R	11,386.00	136,632.00	91,963.85	16.42	0	0	0	5,911.96	19,426.05	11,630.70	128,948.98	16,618.56	-11,745.11	5,073.45	134,022.43
257	Associate Engineer (Nikouj,R)	A	8,606.00	103,272.00	100,702.21	5,124.56	104	0	0	4,137.46	1,465.85	16,799.90	128,229.98	17,781.70	-12,580.76	5,200.94	133,430.92
258	Purchasing Supervisor (Serrano,C)	A	9,510.00	114,120.00	106,593.93	217.98	4	0	0	3,971.15	418.02	16,799.90	128,000.98	18,290.86	-13,267.86	5,023.00	133,023.98
259	Maintenance Supervisor (Cortez,G)	A	8,391.00	100,692.00	98,755.64	0	0	4,937.84	0	4,269.73	2,226.84	16,799.90	126,989.95	18,993.98	-13,063.22	5,930.76	132,920.71
260	Police Officer (Baker,S)	A	6,995.00	83,940.00	81,206.28	16,919.14	306	0	0	0	4,549.27	17,404.84	120,079.53	23,308.48	-10,859.56	12,448.92	132,528.45

City of Costa Mesa 2021 Compensation and Benefits Report

Row	Job Title / Name	2021 Status	Monthly Salary Rate as of End of Year	Annual Salary Rate as of End of Year	PAY CATEGORIES with Overtime Hours								RETIREMENT			Total (Total Pay + ER Retirement Cost)	
					Base Pay	Overtime Pay		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Retirement Cost (EE+ER)	EE Paid Retirement Contribution		ER Retirement Cost
						Hours											
261	Crime Scene Investigation Supv (Olson,L)	A	9,175.00	110,100.00	104,679.66	97.41	2	0	0	4,653.82	806.58	16,799.90	127,037.37	17,965.40	-13,120.01	4,845.39	131,882.76
262	Police Officer (South,R)	A	6,995.00	83,940.00	81,206.28	11,350.06	222	0	0	0	3,962.93	19,124.59	115,643.86	26,105.10	-10,899.16	15,205.94	130,849.80
263	Police Officer (Sepulveda,A)	R	9,375.00	112,500.00	60,576.88	0	0	4,694.48	6,057.66	0	31,996.52	13,692.00	117,017.54	22,653.39	-10,382.85	12,270.54	129,288.08
264	Budget and Purchasing Manager (Fortune,C)	A	12,581.00	150,972.00	101,615.82	0	0	0	0	623.16	0	17,967.64	120,206.62	17,809.78	-9,145.47	8,664.31	128,870.93
265	Budget Analyst (Birn,D)	A	8,005.00	96,060.00	89,728.58	13,386.78	206	0	0	3,694.71	351.88	16,799.90	123,961.85	15,845.53	-11,210.77	4,634.76	128,596.61
266	Management Analyst (Tsao,Y)	A	8,261.00	99,132.00	97,225.77	393.19	8	0	0	4,003.41	4,575.32	16,799.90	122,997.59	17,656.65	-12,147.49	5,509.16	128,506.75
267	Construction Inspector (Gomez,E)	A	7,517.00	90,204.00	84,287.46	9,012.09	218	4,214.24	0	5,092.77	3,933.50	16,799.90	123,339.96	16,070.47	-11,205.07	4,865.40	128,205.36
268	Recreation Supervisor (Thomas,A)	A	8,558.00	102,696.00	100,190.33	1,047.82	13	0	0	4,147.34	0	16,799.90	122,185.39	18,193.44	-12,520.47	5,672.97	127,858.36
269	Maintenance Supervisor (Salas,R)	A	8,391.00	100,692.00	98,658.88	1,525.94	21	0	700	4,163.23	0	16,799.90	121,847.85	18,079.46	-12,446.20	5,633.26	127,481.11
270	Communications Supervisor (Marquez,S)	A	7,702.00	92,424.00	89,009.52	6,769.00	94	2,743.20	4,450.52	3,592.54	0	15,507.60	122,072.38	15,946.64	-10,944.89	5,001.75	127,074.13
271	Principal HR Analyst (Garcia,M)	A	8,810.00	105,720.00	99,186.94	14.07	0	0	0	6,170.55	0	16,799.90	122,171.46	17,511.55	-12,642.91	4,868.64	127,040.10
272	Human Resources Technician (Esteococ,L)	A	7,918.00	95,016.00	90,320.47	6,257.88	98	4,515.93	0	4,316.83	0	16,153.75	121,564.86	17,213.75	-11,898.38	5,315.37	126,880.23
273	Police Officer (Sapida,K)	A	6,995.00	83,940.00	81,206.28	13,609.93	252	0	0	0	4,536.67	12,278.74	111,631.62	26,105.10	-10,899.16	15,205.94	126,837.56
274	Police Officer (Garrett,P)	A	6,995.00	83,940.00	81,206.29	12,701.97	218	0	0	0	4,536.67	13,053.61	111,498.54	26,105.10	-10,899.16	15,205.94	126,704.48
275	Plan Check Engineer (Khan,W)	A	9,933.00	119,196.00	98,436.59	265.33	6	0	0	4,104.78	889.82	16,799.90	120,296.42	17,362.61	-12,304.94	5,057.67	125,354.09
276	Electronics Technician (Alvarado,R)	A	8,403.00	100,836.00	99,381.49	0	0	0	0	3,587.43	775.66	16,799.90	120,544.48	17,054.66	-12,356.35	4,698.31	125,242.79
277	Accountant (Norman,M)	A	7,780.00	93,360.00	91,564.67	6,983.09	105	0	0	3,770.31	0	16,799.90	119,117.97	16,169.79	-11,440.18	4,729.61	123,847.58
278	Recreation Supervisor (Stoddart,K)	A	8,150.00	97,800.00	90,502.02	6,513.10	106	0	0	4,612.42	716.49	16,799.90	119,143.93	15,979.73	-11,413.78	4,565.95	123,709.88
279	Management Analyst (Reeves,J)	R	8,261.00	99,132.00	97,225.50	82.89	0	0	0	4,003.41	0	16,799.90	118,111.70	17,656.58	-12,147.45	5,509.13	123,620.83
280	Police Officer (Mezzo,C)	A	6,995.00	83,940.00	81,206.29	8,878.25	180	0	0	0	4,536.67	13,779.10	108,400.31	26,105.10	-10,899.16	15,205.94	123,606.25
281	Fairview Park Administrator (Dalton,K)	A	9,036.00	108,432.00	93,726.03	3,239.89	65	0	0	3,928.57	720.55	16,799.90	118,414.94	16,546.34	-11,718.53	4,827.81	123,242.75
282	Senior Engineer (Casil,N)	A	9,933.00	119,196.00	101,660.46	0	0	0	0	1,489.95	0	13,569.15	116,719.56	17,908.27	-12,378.12	5,530.15	122,249.71
283	Police Officer (Haney,J)	A	6,995.00	83,940.00	76,981.10	9,261.31	160	0	0	0	3,882.92	18,296.29	108,421.62	22,599.68	-9,492.68	13,107.00	121,528.62
284	Fire Fighter (Sciavo,T)	A	6,915.00	82,980.00	67,021.36	19,023.34	337	0	1,926.22	2,875.45	2,234.08	19,713.00	112,793.45	18,920.20	-10,339.39	8,580.81	121,374.26
285	Sr Code Enforcement Officer (Macias,R)	A	7,421.00	89,052.00	87,339.39	752.35	15	4,367.16	0	3,776.15	2,996.94	16,799.90	116,031.89	16,654.17	-11,457.90	5,196.27	121,228.16
286	Lead Equipment Mechanic (Carter,I)	A	7,249.00	86,988.00	84,221.28	11,169.49	219	0	646.08	3,328.73	623.08	16,799.90	116,788.56	14,869.88	-10,544.69	4,325.19	121,113.75

City of Costa Mesa 2021 Compensation and Benefits Report

Row	Job Title / Name	2021 Status	Monthly Salary Rate as of End of Year	Annual Salary Rate as of End of Year	PAY CATEGORIES with Overtime Hours									RETIREMENT			Total (Total Pay + ER Retirement Cost)
					Base Pay	Overtime Pay		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Retirement Cost (EE+ER)	EE Paid Retirement Contribution	ER Retirement Cost	
						Hours											
287	Communications Officer (Maldonado,M)	A	5,484.00	65,808.00	61,470.37	26,667.80	565	1,436.25	2,733.15	5,626.53	3,037.28	16,799.90	117,771.28	12,103.02	-8,835.23	3,267.79	121,039.07
288	Fairview Park Administrator (D'Agosta,C)	R	9,962.00	119,544.00	85,610.76	2,821.47	36	0	0	4,831.84	10,114.11	12,923.00	116,301.18	15,191.11	-10,851.29	4,339.82	120,641.00
289	Video Production Coordinator (Trujillo,J)	A	8,045.00	96,540.00	94,683.49	43.23	0	0	0	3,898.73	0	16,799.90	115,425.35	16,720.59	-11,829.87	4,890.72	120,316.07
290	Engineering Technician III (Palacio,E)	A	7,626.00	91,512.00	89,752.18	21.1	0	4,487.48	0	3,880.46	0	16,799.90	114,941.12	17,114.24	-11,774.44	5,339.80	120,280.92
291	Programmer Analyst II (Jin,S)	A	8,106.00	97,272.00	90,858.50	1,027.78	14	0	0	6,390.24	712.62	16,799.90	115,789.04	16,045.03	-11,666.86	4,378.17	120,167.21
292	Sr Communications Officer (Barrett,A)	A	7,145.00	85,740.00	85,740.09	0	0	3,230.65	3,792.24	5,441.19	0	16,799.90	115,004.07	16,888.44	-11,808.10	5,080.34	120,084.41
293	Senior Planner (Huynh,N)	A	7,591.00	91,092.00	87,548.74	1,392.47	29	4,377.44	0	3,642.64	0	16,799.90	113,761.19	16,228.25	-11,468.29	4,759.96	118,521.15
294	Lead Maintenance Worker (Hernandez,V)	A	7,151.00	85,812.00	84,161.76	0	0	4,208.12	0	3,638.75	3,960.55	16,799.90	112,769.08	16,084.19	-11,064.51	5,019.68	117,788.76
295	Lead Maintenance Worker (Martinez,V)	A	7,151.00	85,812.00	83,831.74	0	0	4,191.61	0	3,985.31	3,300.46	16,799.90	112,109.02	16,020.22	-11,064.54	4,955.68	117,064.70
296	Engineering Technician III (Edwards,B)	R	7,626.00	91,512.00	89,752.22	0	0	0	0	3,695.68	703.94	16,799.90	110,951.74	16,299.32	-11,213.75	5,085.57	116,037.31
297	Management Analyst (Stevens,K)	A	7,493.00	89,916.00	88,186.77	2,018.31	31	0	0	3,631.22	691.66	16,799.90	111,327.86	15,573.19	-11,018.24	4,554.95	115,882.81
298	Communications Officer (Tighe,K)	A	5,758.00	69,096.00	64,362.50	20,199.47	391	2,024.95	2,615.62	6,040.66	0	16,799.90	112,043.10	12,423.35	-9,114.24	3,309.11	115,352.21
299	Combination Inspector (Perkins,M)	A	7,517.00	90,204.00	88,469.36	1.44	0	0	0	3,642.85	346.94	16,799.90	109,260.49	16,066.43	-11,053.52	5,012.91	114,273.40
300	Police Records Bureau Supv (Rogers,O)	A	8,322.00	99,864.00	89,202.66	581.98	14	0	0	2,651.08	0	16,799.90	109,235.62	15,740.81	-11,022.50	4,718.31	113,953.93
301	Fire Fighter (Cole,B)	A	5,987.00	71,844.00	59,409.49	26,430.79	462	0	0	692.53	1,934.26	17,723.56	106,190.63	16,357.56	-8,775.11	7,582.45	113,773.08
302	Fire Protection Specialist (Emrick,B)	A	7,060.00	84,720.00	83,090.73	5,383.79	99	0	0	3,421.38	0	16,799.90	108,695.80	15,125.19	-10,404.99	4,720.20	113,416.00
303	Police Officer (Schramm,J)	T	8,098.00	97,176.00	53,725.52	10,316.95	158	560.64	2,686.30	3,340.26	16,451.42	14,670.00	101,751.09	20,357.69	-8,797.60	11,560.09	113,311.18
304	Lead Maintenance Worker (Mackinnon,P)	A	7,151.00	85,812.00	81,722.57	604.74	10	0	700	3,620.67	4,875.82	16,799.90	108,323.70	14,871.55	-10,264.05	4,607.50	112,931.20
305	Property/Evidence Specialist (Pham,M)	A	6,675.00	80,100.00	78,367.03	10,085.41	173	0	0	3,677.67	0	16,799.90	108,930.01	13,838.64	-9,845.32	3,993.32	112,923.33
306	Crime Scene Specialist (Davila,S)	A	6,213.00	74,556.00	68,826.03	12,455.78	264	3,032.16	0	4,611.68	3,277.11	16,799.90	109,002.66	13,223.28	-9,506.40	3,716.88	112,719.54
307	Human Resources Analyst (Matsura,R)	A	7,237.00	86,844.00	85,174.00	2,457.98	57	0	0	3,499.20	334.02	16,799.90	108,265.10	15,041.25	-10,640.82	4,400.43	112,665.53
308	Executive Secretary (Admin) (Hauser,J)	A	6,209.00	74,508.00	65,070.62	7,348.58	235	0	0	21,443.59	495.05	16,799.90	111,157.74	11,485.62	-10,271.73	1,213.89	112,371.63
309	Park Ranger (Andersen,M)	A	6,539.00	78,468.00	77,015.58	4,017.73	71	0	0	3,300.94	6,639.60	16,799.90	107,773.75	14,679.97	-10,096.18	4,583.79	112,357.54
310	Sr Communications Officer (Vain,C)	A	6,481.00	77,772.00	67,732.64	13,646.32	270	2,330.05	3,386.70	4,805.00	0	16,799.90	108,700.61	12,701.66	-9,147.88	3,553.78	112,254.39
311	Court Liaison (Lopez,G)	A	7,079.00	84,948.00	83,845.35	0	0	4,192.22	0	2,229.89	0	16,799.90	107,067.36	16,025.48	-10,855.71	5,169.77	112,237.13
312	Chief of Inspection (Azevedo,D)	R	9,084.00	109,008.00	73,370.75	1,408.72	27	0	0	4,402.25	17,625.23	11,630.70	108,437.65	13,050.54	-9,326.47	3,724.07	112,161.72

City of Costa Mesa 2021 Compensation and Benefits Report

Row	Job Title / Name	2021 Status	Monthly Salary Rate as of End of Year	Annual Salary Rate as of End of Year	PAY CATEGORIES with Overtime Hours										RETIREMENT			Total (Total Pay + ER Retirement Cost)
					Base Pay	Overtime Pay		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Retirement Cost (EE+ER)	EE Paid Retirement Contribution	ER Retirement Cost		
						Hours												
313	Sr Code Enforcement Officer (Brumbaugh,M)	A	7,421.00	89,052.00	87,339.42	0	0	0	0	3,596.33	0	16,799.90	107,735.65	14,986.96	-10,912.32	4,074.64	111,810.29	
314	Police Officer (Aphidean,C)	A	6,995.00	83,940.00	76,981.10	8,743.91	168	0	0	0	3,565.52	9,299.34	98,589.87	22,599.68	-9,657.36	12,942.32	111,532.19	
315	Management Analyst (Wang,Y)	A	7,493.00	89,916.00	86,846.69	0	0	0	0	3,458.31	345.83	16,799.90	107,450.73	14,898.44	-10,836.68	4,061.76	111,512.49	
316	Senior Maintenance Worker (Avila,E)	A	5,886.00	70,632.00	69,171.92	11,759.29	310	3,458.77	0	3,102.04	2,580.78	16,799.90	106,872.70	13,225.36	-9,111.51	4,113.85	110,986.55	
317	Fire Fighter (Cain,M)	A	6,586.00	79,032.00	63,832.86	24,721.95	468	0	0	1,377.70	2,127.78	10,639.65	102,699.94	17,551.71	-9,492.69	8,059.02	110,758.96	
318	Programmer Analyst II (Jo,H)	A	7,720.00	92,640.00	86,527.48	0	0	0	0	2,375.26	0	16,799.90	105,702.64	15,280.16	-10,668.37	4,611.79	110,314.43	
319	Lead Maintenance Worker (Wiley,P)	A	7,151.00	85,812.00	83,914.24	0	0	0	0	3,713.02	660.09	16,799.90	105,087.25	15,274.13	-10,538.82	4,735.31	109,822.56	
320	Fire Fighter (Raisdana,B)	A	6,286.00	75,432.00	62,376.48	16,104.12	288	0	0	1,511.21	2,030.86	19,713.00	101,735.67	17,128.20	-9,188.57	7,939.63	109,675.30	
321	Lead Maintenance Worker (Hanson,D)	A	7,151.00	85,812.00	83,996.77	0	0	0	0	3,630.51	0	16,799.90	104,427.18	15,289.36	-10,538.82	4,750.54	109,177.72	
322	Accounting Supervisor (Basho,P)	A	8,626.00	103,512.00	88,758.04	1,375.73	18	334.67	0	597.18	530.5	11,630.70	103,226.82	15,637.06	-10,020.53	5,616.53	108,843.35	
323	Community Services Specialist (Gutierrez,M)	A	5,945.00	71,340.00	70,739.64	10,370.07	213	3,760.11	0	2,791.01	0	16,799.90	104,460.73	13,527.20	-9,271.69	4,255.51	108,716.24	
324	Fire Protection Specialist (Wills,C)	A	7,060.00	84,720.00	83,090.75	183.29	5	0	0	3,421.38	0	16,799.90	103,495.32	15,125.19	-10,404.99	4,720.20	108,215.52	
325	Fire Engineer (Carrera,R)	R	9,264.00	111,168.00	41,229.87	274.85	0	2,137.80	3,623.30	2,818.72	40,130.05	7,874.50	98,089.09	17,027.89	-6,907.54	10,120.35	108,209.44	
326	Park Ranger (Lemus,G)	A	6,539.00	78,468.00	77,600.33	2,396.38	42	4,202.56	0	2,376.68	0	16,799.90	103,375.85	14,839.39	-10,089.69	4,749.70	108,125.55	
327	Communications Installer (Thompson Jr,T)	A	6,749.00	80,988.00	79,742.02	119.58	2	0	0	3,114.92	3,737.90	16,799.90	103,514.32	14,518.01	-9,966.47	4,551.54	108,065.86	
328	Construction Inspector (Gutierrez,J)	A	6,493.00	77,916.00	72,808.34	2,908.45	61	3,640.36	0	4,292.29	3,397.85	16,799.90	103,847.19	13,498.77	-9,678.81	3,819.96	107,667.15	
329	Communications Officer (Hendrick,N)	A	5,484.00	65,808.00	61,711.79	19,006.40	388	2,391.08	0	1,205.31	2,892.73	16,799.90	104,007.21	11,831.99	-8,184.08	3,647.91	107,655.12	
330	Management Analyst (Hill,C)	A	6,472.00	77,664.00	73,332.77	13,654.44	346	0	0	1,344.18	0	14,861.45	103,192.84	12,941.82	-8,961.27	3,980.55	107,173.39	
331	Associate Planner (Arios,J)	A	6,473.00	77,676.00	73,506.72	4,009.81	98	0	0	5,341.70	3,522.46	16,799.90	103,180.59	12,973.19	-9,448.75	3,524.44	106,705.03	
332	Recreation Manager (Villasenor,M)	A	9,753.00	117,036.00	79,431.22	0	0	0	0	1,416.74	0	20,081.48	100,929.44	13,572.56	-7,972.25	5,600.31	106,529.75	
333	Senior Maintenance Worker (Granados,H)	A	5,886.00	70,632.00	69,137.97	6,291.43	148	3,457.08	0	3,137.69	3,259.94	16,799.90	102,084.01	13,218.79	-9,111.51	4,107.28	106,191.29	
334	Police Officer (Brown,A)	A	6,995.00	83,940.00	58,112.28	20,833.64	361	0	0	0	2,259.92	12,776.18	93,982.02	20,262.97	-8,226.05	12,036.92	106,018.94	
335	Civilian Investigator (Dance,J)	A	6,989.00	83,868.00	80,794.88	544.33	9	0	0	3,225.69	0	16,799.90	101,364.80	14,704.18	-10,106.10	4,598.08	105,962.88	
336	Combination Inspector (Thompson,A)	A	7,159.00	85,908.00	80,242.56	1,184.23	25	0	0	3,304.11	0	16,799.90	101,530.80	14,170.47	-10,025.56	4,144.91	105,675.71	
337	Fire Fighter (Shallop,T)	A	6,661.00	79,932.00	63,936.72	16,275.87	297	0	0	1,435.84	2,152.02	13,617.61	97,418.06	17,714.59	-9,463.70	8,250.89	105,668.95	
338	Code Enforcement Officer (Salto,D)	A	6,905.00	82,860.00	81,266.55	0	0	0	0	3,346.27	0	16,799.90	101,412.72	14,351.22	-10,153.53	4,197.69	105,610.41	

City of Costa Mesa 2021 Compensation and Benefits Report

Row	Job Title / Name	2021 Status	Monthly Salary Rate as of End of Year	Annual Salary Rate as of End of Year	PAY CATEGORIES with Overtime Hours										RETIREMENT			Total (Total Pay + ER Retirement Cost)
					Base Pay	Overtime Pay		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Retirement Cost (EE+ER)	EE Paid Retirement Contribution	ER Retirement Cost		
						Hours												
339	Fire Fighter (Unger,D)	A	6,286.00	75,432.00	62,376.48	12,608.71	221	0	481.52	963.14	2,030.86	18,801.00	97,261.71	17,446.64	-9,269.49	8,177.15	105,438.86	
340	Buyer (Urueña,S)	A	7,135.00	85,620.00	82,004.19	282.92	6	0	0	3,457.73	0	14,861.45	100,606.29	14,486.98	-10,255.44	4,231.54	104,837.83	
341	Administrative Secretary (Garcia,J)	A	5,841.00	70,092.00	70,782.01	666.91	12	5,308.96	0	3,172.66	3,288.65	16,799.90	100,019.09	13,824.82	-9,511.57	4,313.25	104,332.34	
342	Equipment Mechanic II (Henderson,K)	A	6,265.00	75,180.00	73,734.25	1,640.35	30	0	0	3,154.08	4,915.62	16,799.90	100,244.20	13,021.08	-9,226.58	3,794.50	104,038.70	
343	Building Technician II (Larsen,S)	A	6,607.00	79,284.00	74,197.38	5,360.80	126	0	0	3,653.95	0	16,799.90	100,012.03	13,102.43	-9,334.43	3,768.00	103,780.03	
344	Building Technician II (Tol,J)	A	6,607.00	79,284.00	74,052.00	2,745.38	51	0	0	3,049.20	2,378.01	16,799.90	99,024.49	13,077.17	-9,252.18	3,824.99	102,849.48	
345	Asst Recreation Supervisor (Habiger,T)	A	6,643.00	79,716.00	75,939.67	776.85	18	442.61	0	4,093.99	584.03	16,799.90	98,637.05	13,866.05	-9,656.34	4,209.71	102,846.76	
346	Fire Protection Specialist (Antonio,A)	A	6,724.00	80,688.00	76,476.59	2,382.65	41	0	0	3,035.15	0	16,799.90	98,694.29	13,497.59	-9,541.46	3,956.13	102,650.42	
347	Management Analyst (CON) (Jakher,H)	A	6,570.00	78,840.00	71,238.15	3,258.97	59	0	0	8,036.37	251.08	16,799.90	99,584.47	12,573.32	-9,507.39	3,065.93	102,650.40	
348	Executive Secretary (Sorensen,V)	A	6,422.00	77,064.00	75,582.00	0	0	0	0	3,853.20	2,074.80	16,799.90	98,309.90	13,726.01	-9,532.23	4,193.78	102,503.68	
349	Crime Analyst (Robbins,M)	A	6,656.00	79,872.00	77,836.80	345.6	6	0	0	3,763.20	0	16,799.90	98,745.50	13,354.82	-9,792.01	3,562.81	102,308.31	
350	Executive Secretary (Ross,L)	A	6,422.00	77,064.00	75,582.11	0	0	0	0	3,112.20	2,074.80	16,799.90	97,569.01	13,726.02	-9,443.34	4,282.68	101,851.69	
351	Construction Inspector (Soto,E)	A	6,493.00	77,916.00	72,665.69	15.78	0	3,633.23	0	4,385.38	543.69	16,799.90	98,043.67	13,472.73	-9,678.81	3,793.92	101,837.59	
352	Maintenance Worker (Gonzalez,J)	A	5,409.00	64,908.00	63,534.94	8,252.54	225	3,176.68	0	2,883.42	3,370.23	16,799.90	98,017.71	12,150.39	-8,374.95	3,775.44	101,793.15	
353	Facilities Maint Technician (Vo,T)	A	6,086.00	73,032.00	71,592.43	2,869.40	80	0	0	2,984.48	3,370.70	16,799.90	97,616.91	12,642.76	-8,949.24	3,693.52	101,310.43	
354	Fire Fighter (Munoz,R)	A	6,286.00	75,432.00	62,376.48	8,419.55	172	0	3,753.60	819.01	2,030.86	15,381.16	92,780.66	18,205.83	-9,716.35	8,489.48	101,270.14	
355	Accounting Specialist II (Koh,A)	A	6,247.00	74,964.00	73,522.30	116.67	3	0	0	3,027.39	3,459.88	16,799.90	96,926.14	13,351.94	-9,186.02	4,165.92	101,092.06	
356	Senior Maintenance Worker (Avila,C)	A	5,886.00	70,632.00	69,137.98	1,669.68	47	3,457.08	0	3,137.69	2,716.62	16,799.90	96,918.95	13,218.79	-9,111.51	4,107.28	101,026.23	
357	Police Officer (Osborne,B)	A	6,995.00	83,940.00	68,293.24	8,303.20	156	0	0	0	2,503.73	11,961.85	91,062.02	17,235.56	-7,373.80	9,861.76	100,923.78	
358	Crime Scene Specialist (Rueda,R)	A	6,213.00	74,556.00	69,502.22	1,231.77	29	4,526.58	0	5,072.42	0	16,799.90	97,132.89	13,068.66	-9,489.74	3,578.92	100,711.81	
359	Assistant Engineer (Soriano Bonilla,H)	A	7,274.00	87,288.00	79,457.70	0	0	0	0	1,598.59	0	14,861.45	95,917.74	14,020.25	-9,726.73	4,293.52	100,211.26	
360	Engineering Technician III (Noorani,N)	A	6,588.00	79,056.00	76,598.32	808.16	14	0	0	1,216.25	2,193.47	14,861.45	95,677.65	13,524.10	-9,119.90	4,404.20	100,081.85	
361	Executive Secretary (Julian,S)	A	6,422.00	77,064.00	75,804.39	148.2	4	0	0	3,001.05	0	16,799.90	95,753.54	13,767.00	-9,456.65	4,310.35	100,063.89	
362	Community Services Specialist (Cherovny,J)	A	5,945.00	71,340.00	70,105.23	643.09	14	3,520.89	0	3,162.27	1,612.01	16,799.90	95,843.39	13,404.37	-9,236.34	4,168.03	100,011.42	
363	Police Records Shift Supervisor (Hirrichs,T)	A	5,720.00	68,640.00	67,318.67	232.23	6	5,484.20	0	2,538.06	3,168.00	16,799.90	95,541.06	13,825.37	-9,440.59	4,384.78	99,925.84	
364	Executive Secretary (Traylor,M)	A	6,422.00	77,064.00	75,582.09	0	0	0	0	3,112.20	92.63	16,799.90	95,586.82	13,725.97	-9,443.35	4,282.62	99,869.44	

City of Costa Mesa 2021 Compensation and Benefits Report

Row	Job Title / Name	2021 Status	Monthly Salary Rate as of End of Year	Annual Salary Rate as of End of Year	PAY CATEGORIES with Overtime Hours								RETIREMENT			Total (Total Pay + ER Retirement Cost)	
					Base Pay	Overtime Pay		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Retirement Cost (EE+ER)	EE Paid Retirement Contribution		ER Retirement Cost
						Hours											
365	Deputy City Clerk (Nguyen,D)	A	6,058.00	72,696.00	69,503.52	3,504.08	71	0	0	6,253.66	0	16,799.90	96,061.16	12,617.56	-9,054.16	3,563.40	99,624.56
366	Police Records Shift Supervisor (Hendrick,D)	A	6,306.00	75,672.00	74,325.92	1,091.42	30	18.19	0	3,001.41	0	16,799.90	95,236.84	13,533.86	-9,302.83	4,231.03	99,467.87
367	Buyer (Fuentes,M)	A	6,471.00	77,652.00	74,097.45	0	0	0	0	4,550.33	0	16,799.90	95,447.68	13,080.84	-9,437.73	3,643.11	99,090.79
368	Police Officer (Dean,S)	A	6,995.00	83,940.00	68,533.24	5,024.31	94	0	0	0	2,991.83	11,394.29	87,943.67	17,278.64	-7,391.80	9,886.84	97,830.51
369	Graphics Designer (Clark,G)	A	6,261.00	75,132.00	73,687.15	0	0	0	0	3,034.18	0	16,799.90	93,521.23	13,381.83	-9,206.46	4,175.37	97,696.60
370	Deputy City Clerk (Bennett,S)	A	5,495.00	65,940.00	64,672.03	9,372.29	207	0	0	2,596.45	507.23	16,799.90	93,947.90	11,420.66	-8,072.21	3,348.45	97,296.35
371	Associate Planner (Walsh,K)	T	6,473.00	77,676.00	68,607.50	1,647.10	43	0	0	2,837.38	4,286.00	16,153.75	93,531.73	12,123.13	-8,573.35	3,549.78	97,081.51
372	Administrative Secretary (Lara,P)	A	5,841.00	70,092.00	68,790.84	0	0	3,439.73	0	3,679.83	0	16,799.90	92,710.30	13,117.42	-9,109.29	4,008.13	96,718.43
373	Maintenance Worker (Ceniceros,T)	A	5,409.00	64,908.00	63,628.50	7,223.10	187	0	0	2,652.49	2,995.75	16,799.90	93,299.74	11,236.25	-7,953.81	3,282.44	96,582.18
374	Sr Police Records Technician (Castillo,L)	A	5,348.00	64,176.00	63,635.97	2,584.37	52	4,132.08	0	2,283.18	2,961.97	16,799.90	92,397.47	12,843.72	-8,761.06	4,082.66	96,480.13
375	Associate Planner (Yeager,C)	A	6,473.00	77,676.00	71,748.21	1,058.39	29	0	0	2,835.12	0	16,799.90	92,441.62	12,665.59	-8,950.02	3,715.57	96,157.19
376	Community Services Specialist (Quijoux,C)	A	5,135.00	61,620.00	60,602.35	8,596.38	210	3,391.21	0	2,730.92	451.38	16,799.90	92,572.14	11,237.72	-7,962.99	3,274.73	95,846.87
377	Code Enforcement Officer (Karuga,W)	A	6,263.00	75,156.00	69,928.17	1,716.22	32	0	0	3,166.04	0	16,799.90	91,610.33	12,348.06	-8,771.30	3,576.76	95,187.09
378	Police Chief (Lawrence,R)	A	20,000.00	240,000.00	67,384.62	0	0	0	3,369.24	276.96	4,615.38	6,408.00	82,054.20	22,009.22	-8,949.88	13,059.34	95,113.54
379	Asst Recreation Supervisor (Pena,M)	A	6,327.00	75,924.00	70,782.30	270.82	8	0	0	3,059.35	0	16,799.90	90,912.37	12,853.96	-8,861.03	3,992.93	94,905.30
380	Senior Maintenance Worker (Gonzalez,G)	A	5,606.00	67,272.00	65,380.59	3,167.07	87	0	0	3,020.17	3,080.21	16,799.90	91,447.94	11,543.99	-8,205.75	3,338.24	94,786.18
381	Executive Secretary (Colgan,J)	A	5,825.00	69,900.00	67,631.43	4,167.91	103	0	0	2,640.46	0	16,799.90	91,239.70	11,940.54	-8,432.69	3,507.85	94,747.55
382	Communications Supervisor (Ruffalo,J)	T	7,702.00	92,424.00	52,774.96	14,913.48	202	3,575.92	2,638.78	4,166.41	2,784.27	10,338.40	91,192.22	10,856.49	-7,593.26	3,263.23	94,455.45
383	Sr Police Records Technician (Webb,T)	A	5,348.00	64,176.00	62,170.57	7,937.97	171	601.64	0	3,131.67	0	16,799.90	90,641.75	11,425.91	-7,928.32	3,497.59	94,139.34
384	Crime Scene Specialist (Alman,K)	A	5,635.00	67,620.00	65,656.80	769.82	21	4,271.24	0	2,822.76	0	16,799.90	90,520.52	12,338.19	-8,721.93	3,616.26	94,136.78
385	Police Records Shift Supervisor (Duesund,E)	A	5,720.00	68,640.00	67,323.64	383.63	8	2,592.25	0	2,363.40	0	16,799.90	89,462.82	12,723.93	-8,691.17	4,032.76	93,495.58
386	Building Inspector (Patrick,P)	R	7,517.00	90,204.00	65,918.34	200.79	5	0	0	3,642.85	6,924.03	12,923.00	89,609.01	11,703.68	-8,347.37	3,356.31	92,965.32
387	Sr. Management Analyst (CON) (Gonzalez,A)	A	6,570.00	78,840.00	63,172.48	11,336.14	200	0	0	794.16	0	13,569.15	88,871.93	11,114.72	-7,676.07	3,438.65	92,310.58
388	Administrative Secretary (Stuewe,M)	A	5,841.00	70,092.00	68,693.52	0	0	0	0	2,881.19	0	16,799.90	88,374.61	12,474.86	-8,588.97	3,885.89	92,260.50
389	Code Enforcement Officer (Godinez,A)	A	5,965.00	71,580.00	63,671.56	1,941.36	41	3,183.44	0	2,752.86	0	16,799.90	88,349.12	12,141.32	-8,352.90	3,788.42	92,137.54
390	Assistant Engineer (Serb,R)	A	6,598.00	79,176.00	71,492.75	351.96	6	0	0	1,243.04	0	14,861.45	87,949.20	12,607.31	-8,728.28	3,879.03	91,828.23

City of Costa Mesa 2021 Compensation and Benefits Report

Row	Job Title / Name	2021 Status	Monthly Salary Rate as of End of Year	Annual Salary Rate as of End of Year	PAY CATEGORIES with Overtime Hours										RETIREMENT			Total (Total Pay + ER Retirement Cost)
					Base Pay	Overtime Pay		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Retirement Cost (EE+ER)	EE Paid Retirement Contribution	ER Retirement Cost		
						Hours												
301	Community Services Specialist (Velaquez,K)	A	5,135.00	61,620.00	59,869.09	5,832.25	139	3,109.80	0	2,341.35	451.38	16,799.90	88,403.77	11,099.54	-7,824.37	3,275.17	91,678.94	
302	Video Production Specialist (Dam,R)	A	5,819.00	69,828.00	68,485.20	0	0	0	2,819.98	0	16,799.90	88,105.08	12,094.21	-8,556.58	3,537.63		91,642.71	
303	Emergency Medical Svcs Coord (Grihalva,L)	A	4,724.00	56,688.00	85,031.96	0	0	0	0	0	0	85,031.96	15,482.61	-8,917.74	6,564.87		91,596.83	
304	Range Master (Legaspi,V)	A	5,824.00	69,888.00	68,852.96	0	0	0	2,059.27	224.01	16,799.90	87,936.14	12,159.92	-8,509.46	3,650.46		91,586.60	
305	Accounting Specialist II (Rosales,R)	A	5,950.00	71,400.00	63,875.52	1,133.64	25	3,193.90	0	2,750.82	0	16,799.90	87,753.78	12,179.34	-8,378.42	3,800.92	91,554.70	
306	Communications Officer (Yergler,B)	A	5,758.00	69,096.00	57,689.90	9,025.26	200	343	2,884.61	3,394.17	0	14,861.45	88,198.39	10,777.69	-7,664.72	3,112.97	91,311.36	
307	Sr Police Records Technician (Anguiano,M)	A	5,348.00	64,176.00	62,633.21	969.1	20	3,960.89	0	3,045.27	0	16,799.90	87,408.37	12,130.96	-8,380.23	3,750.73	91,159.10	
308	Sr Maintenance Technician (Carpenter,B)	A	5,612.00	67,344.00	64,385.24	2,825.31	58	0	0	2,836.86	0	16,799.90	86,847.31	11,365.23	-8,066.67	3,298.56	90,145.87	
309	Maintenance Worker (Sadamoto,H)	A	5,409.00	64,908.00	63,659.77	0	0	0	2,621.28	2,995.75	16,799.90	86,076.70	11,596.45	-7,977.25	3,619.20		89,695.90	
400	Maintenance Worker (Barraza,F)	A	5,409.00	64,908.00	63,628.48	0	0	0	2,652.49	2,995.75	16,799.90	86,076.62	11,590.69	-7,977.24	3,613.45		89,690.07	
401	Community Services Specialist (Soukhasseum,S)	A	5,392.00	64,704.00	63,973.05	2,229.11	52	342.16	0	2,924.12	0	16,799.90	86,268.34	11,298.87	-8,027.56	3,271.31	89,539.65	
402	Buyer (Nguyen,J)	A	5,870.00	70,440.00	64,675.46	0	0	0	4,932.09	0	16,799.90	86,407.45	11,415.61	-8,352.90	3,062.71		89,470.16	
403	Management Analyst (CON) (Gonzalez,G)	A	6,257.00	75,084.00	59,147.16	6,809.32	179	0	0	2,918.71	214.43	16,799.90	85,889.52	10,432.56	-7,440.44	2,992.12	88,881.64	
404	Sr Police Records Technician (Gonzalez,C)	A	5,348.00	64,176.00	63,127.05	889.13	19	1,292.02	0	2,684.28	0	16,799.90	84,792.38	11,718.44	-8,064.88	3,653.56	88,445.94	
405	Facilities Maint Technician (Sandoval,J)	A	5,796.00	69,552.00	64,058.64	460.05	10	0	0	2,675.08	509.54	16,799.90	84,503.21	11,309.70	-8,008.00	3,301.70	87,804.91	
406	Engineering Technician II (Lopez,A)	A	5,638.00	67,656.00	63,402.82	56.75	1	0	700	3,410.57	61.6	16,799.90	84,431.64	11,194.22	-7,933.62	3,260.60	87,692.24	
407	Communications Officer (Brothers,J)	A	6,664.67	79,976.00	69,158.65	1,093.66	21	0	2,763.82	4,747.96	2,879.11	0	80,643.20	12,702.61	-5,728.98	6,973.63	87,616.83	
408	Senior Maintenance Worker (Solis-Ponce,J)	A	5,339.00	64,068.00	62,712.84	490.36	13	0	700	2,710.57	492.83	16,799.90	83,906.50	11,074.32	-7,934.81	3,139.51	87,046.01	
409	Communications Officer (Cortez,C)	A	6,348.00	76,176.00	55,593.78	9,279.73	167	1,298.89	2,779.83	0	2,050.89	12,276.85	83,279.97	10,835.29	-7,406.80	3,428.49	86,708.46	
410	Accounting Specialist II (Madsen,A)	A	5,397.00	64,764.00	63,458.88	454.2	15	0	0	2,603.70	0	16,799.90	83,316.68	11,206.30	-7,927.53	3,278.77	86,595.45	
411	Human Resources Analyst (Medalle,E)	A	7,978.53	95,742.40	77,411.04	914.85	13	0	0	0	0	78,325.89	13,678.08	-5,805.84	7,872.24		86,198.13	
412	Acting Lead Maintenance Worker (Lucio,A)	A	5,336.00	64,032.00	59,802.91	3,348.50	73	0	0	2,420.54	431.26	16,799.90	82,803.11	10,553.27	-7,466.78	3,086.49	85,889.60	
413	Accounting Specialist II (Vega,J)	A	5,667.00	68,004.00	60,493.76	731.41	24	1,512.20	0	2,553.19	474.46	16,799.90	82,564.92	10,949.97	-7,747.02	3,202.95	85,767.87	
414	Community Outreach Worker (Mahoney,P)	A	5,380.00	64,560.00	62,195.98	0	0	0	2,719.48	472.98	16,799.90	82,188.34	10,980.21	-7,789.86	3,190.35		85,378.69	
415	Programmer Analyst I (Azad,A)	A	7,430.00	89,160.00	62,000.29	0	0	0	2,552.95	0	16,799.90	81,353.14	10,948.90	-7,746.47	3,202.43		84,555.57	
416	Maintenance Worker (Deutsch,N)	A	5,151.00	61,812.00	58,531.38	683.2	16	1,072.66	0	3,080.15	0	16,799.90	80,167.29	10,525.99	-7,519.83	3,006.16	83,173.45	

City of Costa Mesa 2021 Compensation and Benefits Report

Row	Job Title / Name	2021 Status	Monthly Salary Rate as of End of Year	Annual Salary Rate as of End of Year	PAY CATEGORIES with Overtime Hours									RETIREMENT			Total (Total Pay + ER Retirement Cost)
					Base Pay	Overtime Pay		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Retirement Cost (EE+ER)	EE Paid Retirement Contribution	ER Retirement Cost	
						Hours											
417	Recreation Coordinator (Franco,E)	A	5,130.00	61,560.00	57,673.07	1,276.69	29	0	0	4,114.37	225.51	16,799.90	80,089.54	10,182.59	-7,407.66	2,774.93	82,864.47
418	Code Enforcement Officer (Ruiz,A)	A	5,152.00	61,824.00	59,221.63	364.9	10	0	0	2,378.01	226.48	16,799.90	78,990.92	10,454.04	-7,391.89	3,062.15	82,053.07
419	Community Services Specialist (Ramirez,L)	A	4,657.00	55,884.00	53,477.08	6,893.10	196	0	0	1,579.98	153.52	16,799.90	78,903.58	9,441.58	-6,595.35	2,846.23	81,749.81
420	Code Enforcement Officer (Jimenez,R)	A	5,410.00	64,920.00	58,995.11	0	0	0	2,604.48	0	16,799.90	78,399.49	10,413.44	-7,391.89	3,021.55	81,421.04	
421	Communications Officer (Robles,N)	A	6,347.47	76,169.60	63,485.44	6,727.27	121	0	2,842.90	1,167.54	0	74,223.15	11,707.38	-5,060.43	6,646.95	80,870.10	
422	Sr Police Records Technician (Sanchez,N)	A	5,093.00	61,116.00	55,119.43	85.19	0	3,296.21	0	2,552.99	0	16,799.90	77,853.72	10,309.12	-7,314.69	2,994.43	80,848.15
423	Equipment Mechanic II (Henriquez,C)	A	5,154.00	61,848.00	57,683.05	204.59	8	0	0	2,664.50	431.54	16,799.90	77,783.58	10,185.65	-7,237.86	2,947.79	80,731.37
424	Police Officer (Jones,T)	R	9,375.00	112,500.00	34,728.49	0	0	3,820.96	3,472.92	4,056.23	190.06	25,428.00	71,696.66	15,233.88	-6,453.27	8,780.61	80,477.27
425	Sr Police Records Technician (Whithead,D)	A	5,093.00	61,116.00	54,736.50	398.86	9	1,891.66	0	3,231.41	0	16,799.90	77,058.33	9,935.33	-7,140.79	2,794.54	79,852.87
426	Sr Police Records Technician (Corlett,J)	A	4,619.00	55,428.00	51,294.48	1,447.48	34	4,368.42	0	2,250.74	0	16,799.90	76,161.02	9,826.86	-6,949.53	2,877.33	79,038.35
427	Permit Processing Specialist (Stevens,B)	A	4,837.00	58,044.00	56,927.71	0.9	0	0	2,344.08	13.95	16,799.90	76,086.54	10,053.06	-7,112.68	2,940.38	79,026.92	
428	Office Specialist II (Malouf,J)	A	4,625.00	55,500.00	51,677.06	128.44	5	2,730.79	0	2,970.18	587.02	16,799.90	74,893.39	9,574.00	-6,867.65	2,706.35	77,599.74
429	Assistant Planner (Aglupos,J)	T	6,085.00	73,020.00	46,339.58	5,420.64	150	0	0	2,948.88	9,486.28	10,984.55	75,179.93	8,253.87	-5,914.60	2,339.27	77,519.20
430	Executive Secretary (Barner,V)	R	6,422.00	77,064.00	47,090.64	778.05	21	1,177.31	0	3,190.01	11,251.34	10,984.55	74,471.90	8,847.28	-6,174.96	2,672.32	77,144.22
431	Executive Secretary (Fautua,L)	A	5,032.00	60,384.00	54,779.83	83.34	2	0	0	2,144.88	76.24	16,799.90	73,884.19	9,665.19	-6,830.98	2,834.21	76,718.40
432	Executive Secretary (Chalmers,S)	T	6,422.00	77,064.00	44,460.09	1,765.71	46	0	0	3,112.20	14,433.20	10,338.40	74,109.60	8,161.11	-5,708.70	2,452.41	76,562.01
433	Police Officer (Evans,M)	A	6,995.00	83,940.00	55,702.28	5,609.46	94	0	0	0	2,365.34	5,331.36	69,008.44	13,188.73	-5,656.29	7,532.44	76,540.88
434	Communications Officer (Cedillo,E)	A	6,347.47	76,169.60	61,439.92	3,895.50	71	0	2,845.29	1,898.07	0	70,078.78	11,320.86	-4,959.24	6,361.62	76,440.40	
435	Lead Maintenance Worker (Russo,G)	R	7,151.00	85,812.00	44,391.26	0	0	0	3,630.51	16,904.14	9,046.10	73,972.01	8,191.25	-5,775.30	2,415.95	76,387.96	
436	Fire Protection Specialist (Castillo,B)	A	5,809.00	69,708.00	59,792.39	550.42	12	0	0	182.4	2,827.88	8,399.95	71,753.04	10,534.83	-6,059.66	4,475.17	76,228.21
437	Permit Processing Specialist (Rosendale,I)	A	4,837.00	58,044.00	54,124.89	0	0	0	2,374.15	0	16,799.90	73,298.94	9,557.83	-6,779.94	2,777.89	76,076.83	
438	Management Analyst (CON) (Jimenez,E)	A	6,257.00	75,084.00	54,675.35	546.45	12	0	0	5,039.96	1,144.86	10,984.55	72,391.17	9,629.50	-6,423.65	3,205.85	75,597.02
439	Police Records Technician (Munguia,M)	A	4,290.00	51,480.00	49,554.32	1,907.70	52	2,126.23	0	2,366.76	0	16,799.90	72,754.91	9,084.20	-6,457.48	2,626.72	75,381.63
440	Contract Administrator (Staples II,R)	R	9,721.00	116,652.00	50,137.93	0	0	0	4,710.94	9,234.01	7,753.80	71,836.68	9,250.91	-6,581.83	2,669.08	74,505.76	
441	Community Outreach Worker (Hendrickson,W)	A	4,880.00	58,560.00	55,294.11	0	0	0	1,013.54	0	14,861.45	71,169.10	9,758.44	-6,756.94	3,001.50	74,170.60	
442	Police Records Technician (Nguyen,T)	A	4,290.00	51,480.00	47,850.90	821.43	22	2,608.06	0	3,152.75	0	16,799.90	71,233.04	8,910.55	-6,433.39	2,477.16	73,710.20

City of Costa Mesa 2021 Compensation and Benefits Report

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					Base Pay	Overtime		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Retirement Cost (EE+ER)	EE Paid Retirement Contribution	ER Retirement Cost	
						Pay	Hours										
443	Police Records Technician (Duong,S)	A	4,504.00	54,048.00	49,028.38	394.18	10	1,709.69	0	2,997.64	0	16,799.90	70,929.79	8,957.75	-6,446.62	2,511.13	73,440.92
444	Human Resources Secretary (Nguyen,P)	A	4,646.00	55,752.00	49,489.64	523.79	21	0	1,947.67	0	16,799.90	68,761.00	8,733.48	-6,172.45	2,561.03	71,322.03	
445	Actg Neighborhood Improve Mgr (Begin,J)	A	7,753.20	93,038.40	62,277.17	1,565.55	35	0	311.22	0	0	64,153.94	11,553.67	-4,694.18	6,859.49	71,013.43	
446	Recreation Coordinator (Sumioka,A)	A	4,220.00	50,640.00	48,660.44	2,656.94	75	0	876.46	784.65	14,861.45	67,839.94	8,590.24	-5,906.42	2,683.82	70,523.76	
447	Crime Prevention Specialist (Martinez,J)	A	5,710.00	68,520.00	55,872.06	1,376.26	30	0	181.04	2,627.24	5,169.20	65,225.80	9,844.22	-5,258.00	4,586.22	69,812.02	
448	Budget Analyst (Hayes,R)	T	8,405.00	100,860.00	39,374.14	18,868.76	260	0	1,357.73	1,824.21	6,386.73	67,811.57	6,859.75	-4,887.82	1,971.93	69,783.50	
449	Acting Accounting Specialist I (Clark,L)	A	4,670.00	56,040.00	47,568.96	12.06	0	0	3,853.01	0	15,507.60	66,941.63	8,390.98	-6,208.83	2,182.15	69,123.78	
450	Storekeeper (Suguitan,D)	A	2,936.50	35,238.00	57,634.35	0	0	0	0	5,014.62	0	62,648.97	10,182.24	-4,322.51	5,859.73	68,508.70	
451	Recreation Coordinator (Torrejon,J)	A	4,886.00	58,632.00	48,348.30	374.12	9	423.06	876.46	649.13	14,861.45	65,532.52	8,534.19	-5,914.72	2,619.47	68,151.99	
452	Fire Protection Specialist (Johnson,N)	A	5,532.00	66,384.00	54,161.27	0	0	0	0	1,052.79	8,399.95	63,614.01	9,533.47	-5,550.04	3,983.43	67,597.44	
453	Property/Evidence Specialist (Alvarez-Eriach,A)	A	4,118.40	49,420.80	52,010.56	8,666.35	194	0	961.5	396	0	62,034.41	9,184.72	-3,948.91	5,235.81	67,270.22	
454	Human Resources Analyst (Chapenond-Moyer,S)	A	3,989.27	47,871.20	60,402.91	103.57	2	0	0	0	0	60,506.48	10,368.86	-4,228.22	6,140.64	66,647.12	
455	Park Ranger (Quo,O)	T	4,880.00	58,560.00	43,886.39	3,624.30	86	1,343.38	0	2,294.04	0	12,923.00	64,071.11	8,027.00	-5,702.85	2,324.15	66,395.26
456	Police Officer (Naranjo,B)	A	8,503.00	102,036.00	30,147.71	0	0	5,978.16	0	0	0	22,494.00	58,619.87	12,242.41	-5,057.70	7,184.71	65,804.58
457	Management Aide (Ghaznavi,A)	A	5,910.67	70,928.00	58,203.42	0	0	0	1,421.60	357.28	0	59,982.30	10,279.72	-4,471.85	5,807.87	65,790.17	
458	Central Services Supervisor (Chalkley,A)	R	7,839.00	94,068.00	41,607.08	897.43	13	0	3,798.90	9,501.32	7,753.80	63,558.53	7,676.92	-5,448.89	2,228.23	65,786.76	
459	Financial Analyst (Crawtz,R)	T	8,405.00	100,860.00	49,423.76	3,984.97	54	0	1,648.67	0	7,107.65	62,165.05	9,101.75	-6,141.40	2,960.35	65,125.40	
460	Building Technician II (Jacobo,N)	A	5,707.00	68,484.00	52,360.47	13.36	0	0	2,470.01	365.46	5,169.20	60,378.50	9,229.73	-5,054.57	4,175.16	64,553.66	
461	Management Analyst (Angel,K)	A	7,868.00	94,416.00	49,908.95	0	0	0	3,631.22	0	8,760.36	62,300.53	7,937.78	-5,760.86	2,176.92	64,477.45	
462	Police Officer (Anderson,S)	T	8,928.00	107,136.00	36,415.96	0	0	910.43	3,641.58	2,741.48	5,646.79	6,929.04	56,285.28	14,081.50	-6,070.67	8,010.83	64,296.11
463	Police Records Technician (Terajima,M)	A	4,290.00	51,480.00	42,195.77	1,552.64	47	1,590.69	0	2,239.43	1,228.89	12,276.85	61,084.27	7,801.51	-5,282.54	2,518.97	63,603.24
464	Office Specialist II (Eliard,A)	A	4,405.00	52,860.00	48,512.71	0	0	0	203.31	323.22	10,984.55	60,023.79	8,557.42	-5,300.52	3,256.90	63,280.69	
465	Asst Dev Services Dir - TEMP (Vander Dussen,M)	A	6,598.80	79,185.60	63,081.99	0	0	0	0	0	0	63,081.99	0	0	0	63,081.99	
466	Management Analyst (Lorenzana,L)	A	3,933.80	47,205.60	53,255.33	0	0	0	4,559.51	0	0	57,814.84	9,398.03	-4,334.18	5,063.85	62,878.69	
467	Administrative Secretary (Zuazo,J)	A	4,359.00	52,308.00	44,051.01	0	0	0	470.52	538.77	14,861.45	59,921.75	7,758.08	-5,260.52	2,497.56	62,419.31	
468	Engineering Technician III (Ashamalla,F)	T	6,917.00	83,004.00	44,405.93	0	0	0	3,253.38	2,809.77	9,692.25	60,161.33	7,943.53	-5,719.13	2,224.40	62,385.73	

City of Costa Mesa 2021 Compensation and Benefits Report

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					Base Pay	Overtime Pay		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Retirement Cost (EE+ER)	EE Paid Retirement Contribution	ER Retirement Cost	
						Hours											
469	Park Ranger (Garcia Garcia,S)	A	4,880.00	58,560.00	42,687.87	2,637.24	64	565.1	0	1,213.30	2,737.23	9,692.25	59,532.99	7,868.56	-5,126.55	2,742.01	62,275.00
470	Interim City Engineer - Temp (Mejia,B)	T	12,526.80	150,321.60	62,260.64	0	0	0	0	0	0	0	62,260.64	0	0	0	62,260.64
471	Accounting Specialist II (Foster,T)	A	3,904.38	46,852.50	56,222.92	0	0	0	0	0	1,621.82	0	57,844.74	10,213.58	-5,885.88	4,327.70	62,172.44
472	Community Outreach Worker (Ogas,S)	A	5,380.27	64,563.20	53,936.90	0	0	0	0	2,667.27	0	0	56,604.17	9,523.09	-4,245.34	5,277.75	61,881.92
473	Storekeeper (Blum,J)	A	2,663.50	31,962.00	55,933.53	0	0	0	0	0	0	0	55,933.53	9,880.78	-4,033.75	5,847.03	61,780.56
474	Management Aide - Confidential (Torres,J)	A	6,298.00	75,576.00	48,344.76	1,351.13	28	0	0	2,635.12	498.53	6,461.50	59,291.04	7,033.42	-4,575.02	2,458.40	61,749.44
475	Office Specialist II (Akau,V)	A	4,856.00	58,272.00	50,624.13	43.35	1	0	0	0	1,384.40	5,161.20	57,213.08	8,929.52	-4,699.47	4,230.05	61,443.13
476	Equipment Mechanic II (Mejia,J)	A	4,058.60	48,703.20	52,804.21	0	0	0	0	1,796.95	280.98	0	54,882.14	9,325.97	-4,095.08	5,230.89	60,113.03
477	Police Officer (Chavez,J)	A	7,345.00	88,140.00	37,290.02	3,358.22	55	0	0	0	1,695.00	9,780.00	52,123.24	12,966.49	-5,457.90	7,508.59	59,631.83
478	Office Specialist II (Tafoya,K)	A	2,428.40	29,140.80	52,341.24	260.16	7	0	0	0	747.1	0	53,348.50	9,243.81	-3,925.58	5,318.23	58,666.73
479	Police Records Technician (Loughlin,J)	A	4,290.00	51,480.00	40,612.08	962.19	25	1,178.26	0	810.42	289.16	10,984.55	54,836.66	7,352.20	-4,743.74	2,608.46	57,445.12
480	Park Ranger (Vaughn,J)	A	5,649.00	67,788.00	47,340.09	1,042.92	20	0	0	42.9	708.09	3,876.90	53,010.90	8,337.99	-4,257.70	4,080.29	57,091.19
481	Property/Evidence Specialist (Haley,D)	T	4,118.40	49,420.80	48,571.15	1,081.64	27	0	0	117.03	1,868.80	0	51,638.62	8,582.84	-3,650.78	4,932.06	56,570.68
482	Payroll Coordinator (King,L)	A	6,031.00	72,372.00	44,397.45	0	0	0	0	0	0	9,692.25	54,089.70	7,763.10	-5,327.62	2,435.48	56,525.18
483	Engineering Technician III (Polysakova White,E)	A	5,690.00	68,280.00	47,371.19	0	0	0	0	0	157.62	3,876.90	51,405.71	8,347.53	-4,255.99	4,091.54	55,497.25
484	Maintenance Assistant (Martinez,A)	A	2,113.80	25,365.60	46,767.61	1,763.96	49	0	0	292.32	1,609.83	0	50,433.72	8,259.08	-3,527.83	4,731.25	55,164.97
485	Communications Officer (Sheffler,T)	T	5,484.00	65,808.00	33,206.21	1,974.44	60	183.06	1,280.72	3,492.11	389.79	9,369.15	49,904.48	6,207.79	-4,580.53	1,627.26	51,531.74
486	Office Specialist II (Granados Valdez,A)	A	4,195.00	50,340.00	34,460.35	25.15	1	0	0	2,990.75	0	11,966.45	49,442.70	6,127.85	-4,494.12	1,633.73	51,076.43
487	Code Enforcement Officer (Arredondo,M)	A	5,151.47	61,817.60	39,647.44	0	0	0	0	1,715.95	226.48	6,461.50	48,051.37	7,088.54	-4,311.75	2,776.79	50,828.16
488	Executive Secretary (Aiken,S)	A	5,825.00	69,900.00	39,123.62	1.83	0	0	0	0	0	9,046.10	48,171.55	6,834.50	-4,694.88	2,139.62	50,311.17
489	Maintenance Assistant (Connor,C)	A	2,219.53	26,634.40	42,479.82	192.08	5	0	0	0	3,867.11	0	46,539.01	7,745.59	-4,462.95	3,282.64	49,821.65
490	Asst Dev Services Director (Drapkin,S)	A	13,197.00	158,364.00	39,895.54	0	0	0	0	242.34	0	6,341.52	46,479.40	6,734.33	-3,989.54	2,744.79	49,224.19
491	Office Specialist II (Arrington,T)	A	3,303.30	39,639.60	42,804.05	1,288.68	36	0	0	449.83	84.7	0	44,627.26	7,564.26	-3,242.50	4,321.76	48,949.02
492	Crime Scene Specialist (Altamirano,C)	A	5,366.40	64,396.80	44,129.52	0	0	0	0	0	0	0	44,129.52	7,792.91	-3,309.71	4,483.20	48,612.72
493	Information Technology Mgr (Steinke,M)	A	12,612.00	151,344.00	38,127.06	0	0	0	0	387.84	0	6,341.52	44,856.42	6,626.50	-3,431.42	3,195.08	48,051.50
494	Assistant City Manager - Temp (Warren,M)	A	8,877.27	106,527.20	48,014.08	0	0	0	0	0	0	0	48,014.08	0	0	0	48,014.08

City of Costa Mesa 2021 Compensation and Benefits Report

Row	Job Title / Name	2021 Status	Monthly Salary Rate as of End of Year	Annual Salary Rate as of End of Year	PAY CATEGORIES with Overtime Hours										RETIREMENT			Total (Total Pay + ER Retirement Cost)
					Base Pay	Overtime Pay		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Retirement Cost (EE+ER)	EE Paid Retirement Contribution	ER Retirement Cost		
						Hours												
495	Police Captain (Davis,K)	R	16,083.00	192,996.00	927.87	0	0	0	46.39	4,517.13	41,938.59	0	47,429.98	303.54	-138.78	164.76	47,594.74	
496	Maintenance Worker (Lopez,P)	A	2,575.73	30,908.80	40,879.84	0	0	0	85.2	2,377.20	0	43,342.24	7,010.91	-2,938.86	4,072.05	47,414.29		
497	Police Officer (Frankle,D)	A	9,375.00	112,500.00	26,740.39	0	0	938.92	2,674.03	3,042.37	0	7,824.46	41,220.17	10,433.02	-4,675.40	5,757.62	46,977.79	
498	Executive Secretary (Admin) (Wild,D)	A	5,363.00	64,356.00	38,751.76	1,238.79	30	0	0	0	344.42	3,230.75	43,565.72	6,791.14	-3,564.97	3,226.17	46,791.89	
499	Police Reserve Officer (Guth,D)	A	3,293.33	39,520.00	34,846.00	152	4	0	0	0	5,909.00	0	40,907.00	10,461.58	-4,878.44	5,583.14	46,490.14	
500	Communications Officer (Anmann,K)	A	3,332.33	39,988.00	39,438.17	292.65	5	0	1,693.17	371.04	0	0	41,795.03	7,279.23	-3,112.69	4,166.54	45,961.57	
501	Community Services Specialist (Hernandez,J)	A	2,217.80	26,613.60	41,101.57	556.6	17	0	0	86.62	0	0	41,744.79	7,259.21	-3,089.17	4,170.04	45,914.83	
502	Community Services Specialist (Pimentel Garcia,C)	A	2,444.87	29,338.40	39,243.65	2,223.52	63	0	0	0	0	0	41,467.17	6,694.47	-2,902.96	3,791.51	45,258.68	
503	Recreation Coordinator (Pulaski,E)	A	4,886.00	58,632.00	34,246.31	0	0	0	0	703	4,981.63	1,292.30	41,223.24	5,865.83	-2,731.75	3,134.08	44,357.32	
504	Permit Processing Specialist (Castorela,E)	A	2,303.60	27,643.20	39,784.58	0	0	0	0	0	0	0	39,784.58	7,018.99	-2,983.80	4,035.19	43,819.77	
505	Fire Captain (Pignone,R)	R	10,701.00	128,412.00	1,058.34	747.05	0	106.89	353.33	2,421.10	37,859.93	757.9	43,304.54	530.38	-226.14	304.24	43,608.78	
506	Acting Maintenance Worker (Brito,D)	A	4,035.20	48,422.40	36,852.86	314.28	9	0	0	56	2,100.95	0	39,324.09	6,491.74	-2,768.12	3,723.62	43,047.71	
507	Community Services Specialist (Peters,J)	A	2,972.67	35,672.00	38,227.35	0	0	0	0	205.8	0	0	38,433.15	6,972.26	-4,034.15	2,938.11	41,371.26	
508	Animal Control Officer (Swisher,J)	A	6,421.00	77,052.00	29,635.39	4,859.20	110	0	0	0	0	5,169.20	39,663.79	5,150.69	-3,556.20	1,594.49	41,258.28	
509	Asst Dev Services Dir - TEMP (Emery,S)	T	6,598.80	79,185.60	41,153.67	0	0	0	0	0	0	0	41,153.67	0	0	0	41,153.67	
510	Community Services Specialist (Arlis,J)	A	2,328.73	27,944.80	36,802.91	164.53	4	0	0	0	0	0	36,967.44	6,493.52	-2,760.28	3,733.24	40,700.68	
511	Acting Management Aide (Miranda,A)	A	2,680.60	32,167.20	36,423.29	0	0	0	0	240.5	330.33	0	36,994.12	6,440.38	-2,749.77	3,690.61	40,684.73	
512	Management Aide (Nelson,B)	T	6,205.33	74,464.00	34,285.00	0	0	0	0	1,470.50	1,654.68	0	37,410.18	5,725.77	-2,681.70	3,044.07	40,454.25	
513	City Council Member (Harlan,J)	A	904.4	10,852.80	10,852.92	0	0	0	0	0	0	27,768.00	38,620.92	1,917.24	-814.06	1,103.18	39,724.10	
514	City Council Member (Gameros,L)	A	904.4	10,852.80	10,852.92	0	0	0	0	0	0	27,574.25	38,427.17	1,917.24	-814.06	1,103.18	39,530.35	
515	Recreation Specialist (Pulaski,L)	A	4,340.00	52,080.00	36,318.34	0	0	0	0	0	0	0	36,318.34	6,581.54	-3,802.14	2,779.40	39,097.74	
516	City Council Member (Harper,D)	A	904.4	10,852.80	10,852.92	0	0	0	0	0	0	27,768.00	38,620.92	943.15	-814.06	129.09	38,750.01	
517	City Council Member (Reynolds,A)	A	904.4	10,852.80	10,852.92	0	0	0	0	0	0	26,362.44	37,215.36	2,791.36	-1,395.68	1,395.68	38,611.04	
518	City Council Member (Chavez,M)	A	904.4	10,852.80	10,852.92	0	0	0	0	0	0	26,005.80	36,858.72	2,764.40	-1,382.20	1,382.20	38,240.92	
519	Crime Scene Specialist (Nguyen,S)	A	3,425.07	41,100.80	33,587.48	0	0	0	0	348.09	0	0	33,935.57	5,933.50	-2,545.17	3,388.33	37,323.90	
520	Asst Recreation Supervisor (Johnson,T)	A	5,739.00	68,868.00	29,003.97	195.31	3	0	0	0	0	6,461.50	35,660.78	5,040.93	-3,480.46	1,560.47	37,221.25	

City of Costa Mesa 2021 Compensation and Benefits Report

Row	Job Title / Name	2021 Status	Monthly Salary Rate as of End of Year	Annual Salary Rate as of End of Year	PAY CATEGORIES with Overtime Hours										RETIREMENT			Total (Total Pay + ER Retirement Cost)
					Base Pay	Overtime Pay		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Retirement Cost (EE+ER)	EE Paid Retirement Contribution	ER Retirement Cost		
						Hours												
521	Office Specialist II (Martinez,E)	A	3,995.00	47,940.00	29,026.47	17.28	1	0	0	0	0	2,569.40	2,584.60	34,197.75	5,106.95	-2,476.22	2,630.73	36,828.48
522	Building Official - TEMP (Tolles,E)	T	6,533.80	78,405.60	36,620.74	0	0	0	0	0	0	0	0	36,620.74	0	0	0	36,620.74
523	Community Outreach Worker (Mody,C)	A	3,269.93	39,239.20	35,117.37	0	0	0	0	0	830.07	0	0	35,947.44	0	0	0	35,947.44
524	Police Recruit (Davis,L)	A	2,600.00	31,200.00	30,000.00	0	0	0	0	0	0	2,751.97	0	32,751.97	5,214.00	-2,250.00	2,964.00	35,715.97
525	Police Recruit (Malotta,T)	A	2,600.00	31,200.00	30,000.00	0	0	0	0	0	0	2,751.97	0	32,751.97	5,214.00	-2,250.00	2,964.00	35,715.97
526	Maintenance Assistant (Cervantes,K)	A	3,835.87	46,030.40	31,969.73	0	0	0	0	0	895.54	0	0	32,865.27	2,464.92	-1,232.46	1,232.46	34,097.73
527	Code Enforcement Officer (Warner,E)	A	5,152.00	61,824.00	26,108.97	215.45	5	0	0	0	309.81	5,169.20	0	31,803.43	3,849.10	-1,699.60	2,149.50	33,952.93
528	Office Specialist II (Lopez,J)	A	4,625.00	55,500.00	24,548.12	0	0	0	0	0	0	6,461.50	0	31,009.62	4,266.50	-2,945.73	1,320.77	32,330.39
529	City Council Member (Marr,A)	A	904.4	10,852.80	8,974.53	0	0	0	0	0	0	22,076.64	0	31,051.17	2,328.80	-1,164.40	1,164.40	32,215.57
530	Management Analyst (Nielsen,R)	A	3,568.00	42,816.00	32,112.08	0	0	0	0	0	0	0	0	32,112.08	0	0	0	32,112.08
531	Police Training Ast TEMP (Gonzalez,J)	T	3,795.00	45,540.00	32,009.47	0	0	0	0	0	0	0	0	32,009.47	0	0	0	32,009.47
532	Sr. Management Analyst (CON) (King,E)	T	7,986.00	95,832.00	25,616.60	143.98	3	0	0	0	1,501.06	3,225.75	0	30,487.39	4,452.17	-3,029.76	1,422.41	31,909.80
533	Permit Processing Specialist (Osterhof,N)	A	2,089.53	25,074.40	29,170.92	172.2	5	0	0	0	0	0	0	29,343.12	4,364.94	-1,909.70	2,455.24	31,798.36
534	Mayor (Stephens,J)	A	904.4	10,852.80	8,348.40	0	0	0	0	0	0	20,292.00	0	28,640.40	2,147.90	-1,073.95	1,073.95	29,714.35
535	Recreation Specialist (Ochoa,J)	A	3,570.67	42,848.00	25,324.06	0	0	0	0	123.97	1,107.56	0	0	26,555.59	4,457.71	-1,908.63	2,549.08	29,104.67
536	Park Ranger (Harkey,A)	R	6,539.00	78,468.00	15,844.50	0	0	94.3	0	2,188.05	5,412.41	3,876.90	0	27,416.16	2,931.81	-2,169.36	762.45	28,178.61
537	Communications Officer (Morejon,N)	T	5,223.00	62,676.00	19,134.24	0	0	981.29	0	542.38	1,593.71	4,523.05	0	26,774.67	3,697.30	-2,536.81	1,160.49	27,935.16
538	Equipment Mechanic III (Rodriguez,E)	A	6,123.00	73,476.00	22,608.03	0	0	0	0	0	0	5,169.20	0	27,777.23	495.84	-342.35	153.49	27,930.72
539	Sr. Community Services Leader (Rothfuss,S)	A	1,469.00	17,628.00	24,780.92	0	0	0	0	0	635.63	0	0	25,416.55	4,372.62	-1,858.65	2,513.97	27,930.52
540	Community Services Specialist (Soto,M)	A	2,217.80	26,613.60	25,056.80	279.66	9	0	0	0	0	0	0	25,336.46	4,450.84	-1,879.28	2,571.56	27,908.02
541	Recreation Specialist (Fujitani,B)	T	1,700.40	20,404.80	22,225.69	0	0	0	500	794.55	2,084.08	0	0	25,604.32	3,950.27	-1,762.26	2,188.01	27,792.33
542	Police Officer (Bates,C)	R	9,375.00	112,500.00	0	0	0	0	0	0	0	27,785.88	0	27,785.88	0	0	0	27,785.88
543	Assistant Planner (Andrews,D)	T	5,005.87	60,070.40	25,112.70	0	0	0	0	0	663.08	0	0	25,775.78	3,221.78	-1,441.34	1,780.44	27,556.22
544	Police Officer (Martin,E)	A	9,375.00	112,500.00	17,307.69	1,473.86	27	0	0	0	1,501.00	3,208.12	0	23,490.67	6,203.48	-2,612.42	3,591.06	27,081.73
545	Sr. Management Analyst (CON) (Schuelke,G)	T	7,986.00	95,832.00	21,239.71	53.34	1	0	0	460.73	775.41	3,230.75	0	25,759.94	3,804.39	-2,604.05	1,200.34	26,960.28
546	Sr. Community Services Leader (Gutierrez Jacinto,E)	A	1,399.67	16,796.00	22,317.50	0	0	0	0	0	1,913.78	0	0	24,231.28	3,940.89	-1,673.83	2,267.06	26,498.34

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					Base Pay	Overtime Pay		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Retirement Cost (EE+ER)	EE Paid Retirement Contribution	ER Retirement Cost	
						Hours											
547	Management Analyst (CON) (Gerges,L)	A	7,244.00	86,928.00	23,597.34	238.23	6	0	0	0	344.31	0	24,179.88	4,109.36	-1,890.18	2,219.18	26,399.06
548	Sr. Community Services Leader (Davila,G)	A	1,469.00	17,628.00	22,021.04	0	0	0	658.32	1,258.60	0	23,937.96	3,888.49	-1,698.86	2,189.63	26,127.59	
549	Police Reserve Officer (Dehnf,D)	A	3,293.33	39,520.00	22,363.00	0	0	0	0	0	0	22,363.00	6,740.27	-3,130.82	3,609.45	25,972.45	
550	Sr. Community Services Leader (Perez,Y)	A	1,469.00	17,628.00	23,030.87	0	0	0	0	508.5	0	23,539.37	4,068.89	-1,727.33	2,341.56	25,880.93	
551	Communications Officer (Wardie,A)	A	6,347.47	76,169.60	22,727.51	0	0	0	641.02	139.52	0	23,508.05	4,049.84	-1,752.63	2,297.21	25,805.26	
552	Maintenance Superintendent (Lovell,D)	R	9,698.00	116,376.00	2,573.70	0	0	0	3,021.30	19,381.64	646.15	25,622.79	476.27	-672.31	-196.04	25,426.75	
553	Police Records Technician (Romo,E)	T	4,504.00	54,048.00	12,485.57	11.17	0	1,240.15	0	2,687.45	3,784.92	4,523.05	24,732.31	2,450.37	-1,960.62	489.75	25,222.06
554	Code Enforcement Officer (Ramos Rodriguez,A)	A	3,452.50	41,430.00	25,126.86	0	0	0	0	0	0	25,126.86	0	0	0	25,126.86	
555	Recreation Specialist (Castillo,V)	A	1,785.33	21,424.00	22,335.79	12.11	1	0	6.16	387.6	0	22,741.66	3,929.44	-1,675.64	2,253.80	24,995.46	
556	Office Specialist II (Bravo-Wetzel,S)	A	2,996.50	35,958.00	21,471.12	1,139.30	33	0	0	0	0	22,610.42	3,733.80	-1,610.34	2,123.46	24,733.88	
557	Human Resources Technician (Tse,C)	A	3,086.20	37,034.40	11,747.12	2,919.14	99	0	1,773.00	4,089.04	2,584.60	23,112.90	2,091.28	-1,485.42	605.86	23,718.76	
558	Community Services Leader III (Flores,S)	T	1,312.13	15,745.60	19,333.78	0	0	0	360.35	892.5	0	20,586.63	3,411.69	-1,475.28	1,936.41	22,523.04	
559	Community Services Leader III (Huerta,C)	A	1,312.13	15,745.60	19,954.53	0	0	0	0	386.07	0	20,340.60	3,527.30	-1,496.58	2,030.72	22,371.32	
560	Fire Fighter (Skov,H)	T	7,343.00	88,116.00	10,167.21	1,101.04	24	0	703.77	854.81	5,163.20	2,430.00	20,429.03	3,096.04	-1,666.38	1,429.66	21,858.69
561	Community Services Leader III (Vo,T)	A	1,312.13	15,745.60	19,576.02	0	0	0	0	302.8	0	19,878.82	2,807.78	-1,235.46	1,572.32	21,451.14	
562	Sr Communications Supv - TEMP (Pittington,C)	A	5,311.00	63,732.00	21,233.85	0	0	0	0	0	0	21,233.85	0	0	0	21,233.85	
563	Sr. Community Services Leader (Brucelas,E)	T	1,469.00	17,628.00	17,537.44	0	0	0	90	1,137.01	0	18,764.45	3,118.33	-1,322.08	1,796.25	20,560.70	
564	Police Aide (Siemiawski,N)	T	1,310.40	15,724.80	17,244.36	532.98	30	0	0	534.64	0	18,311.98	3,048.25	-1,293.35	1,754.90	20,066.88	
565	Police Aide (Cortez Rosete,K)	A	1,310.40	15,724.80	18,000.00	313.2	21	0	0	0	0	18,313.20	2,496.49	-1,104.30	1,392.19	19,705.39	
566	Police Aide (Ricca,A)	A	1,310.40	15,724.80	17,503.20	759.6	42	0	0	0	0	18,262.80	2,417.54	-1,072.71	1,344.83	19,607.63	
567	Sr. Lifeguard (Fletcher,A)	A	1,385.80	16,629.60	18,498.54	35.08	2	0	62.62	233.85	0	18,830.09	1,412.28	-706.14	706.14	19,536.23	
568	Sr. Lifeguard (Castillo,V)	A	1,385.80	16,629.60	17,445.11	0	0	0	0	742.5	0	18,187.61	1,364.12	-682.06	682.06	18,869.67	
569	Office Specialist II (Barragan,C)	T	3,804.67	45,656.00	16,369.89	0	0	0	0	615.48	0	16,985.37	2,878.32	-1,227.74	1,650.58	18,635.95	
570	Community Services Leader III (Huynh,J)	T	1,312.13	15,745.60	14,753.93	0	0	0	532.02	1,499.01	0	16,784.96	2,614.68	-1,146.43	1,468.25	18,253.21	
571	Executive Secretary (Rosales,M)	R	6,422.00	77,064.00	6,687.54	0	0	334.4	0	2,100.73	6,551.92	1,938.45	17,613.04	1,295.62	-1,094.72	200.9	17,813.94
572	Sr. Community Services Leader (Medrano,R)	T	1,632.80	19,593.60	14,950.75	0	0	0	115.5	996.68	0	16,062.93	2,650.09	-1,018.06	1,632.03	17,694.96	

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					Base Pay	Overtime Pay		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Retirement Cost (EE+ER)	EE Paid Retirement Contribution	ER Retirement Cost		
						Hours												
573	Community Services Leader III (Barajas,E)	T	1,312.13	15,745.60	14,486.55	0	0	0	0	0	1,365.48	0	15,862.03	2,566.71	-1,087.24	1,479.47	17,341.50	
574	Community Services Leader III (Ramirez,A)	A	1,312.13	15,745.60	16,328.49	0	0	0	0	125.95	60.56	0	16,515.00	1,238.60	-619.3	619.3	17,134.30	
575	Sr. Lifeguard (Loubet,L)	A	1,385.90	16,629.60	14,596.06	0	0	0	0	0	1,004.52	0	15,600.58	2,596.37	-1,094.71	1,501.66	17,102.24	
576	Code Enforcement Officer (Rentz,A)	A	5,152.00	61,824.00	13,393.02	0	0	0	0	10.72	361.2	2,584.60	16,349.54	2,207.03	-1,497.04	709.99	17,059.53	
577	Intern (Flores,H)	T	632.67	7,592.00	15,738.80	0	0	0	0	128.64	31.24	0	15,898.68	1,904.84	-866.33	1,038.51	16,937.19	
578	Code Enforcement Officer (Yoshida,J)	T	2,575.73	30,908.80	11,990.31	0	0	0	0	2,751.23	969.74	0	15,711.28	2,092.33	-990.31	1,102.02	16,813.30	
579	Community Services Leader III (Thomas,A)	A	1,312.13	15,745.60	13,936.37	0	0	0	0	0	953.82	0	14,890.19	2,459.13	-1,045.26	1,413.87	16,304.06	
580	Police Aide (Werkmeister,D)	A	1,248.00	14,976.00	15,170.40	0	0	0	0	0	0	0	15,170.40	1,938.60	-871.56	1,067.04	16,237.44	
581	Assistant Planner (Coleman,J)	A	6,085.00	73,020.00	12,638.07	49.36	0	0	0	0	0	2,584.60	15,272.03	2,196.50	-1,516.59	679.91	15,951.94	
582	Budget Specialist TEMP (Giragossian,S)	A	3,492.67	41,912.00	15,822.03	0	0	0	0	0	0	0	15,822.03	0	0	0	15,822.03	
583	Community Services Leader III (Armenta,A)	A	1,312.13	15,745.60	13,388.43	0	0	0	0	0	784.38	0	14,172.81	2,374.26	-1,004.13	1,370.13	15,542.94	
584	Assistant Planner (Villalobos,G)	A	5,795.00	69,540.00	12,069.19	13.95	0	0	0	0	0	2,584.60	14,667.74	2,097.64	-1,448.30	649.34	15,317.08	
585	Park Ranger (Lytle,L)	A	6,539.00	78,468.00	12,371.98	0	0	0	0	0	0	2,584.60	14,956.58	730.52	-489.43	241.09	15,197.67	
586	Community Services Leader III (Brunette,D)	A	1,312.13	15,745.60	13,667.69	0	0	0	0	0	0	0	13,667.69	2,410.06	-1,025.09	1,384.97	15,052.66	
587	Communications Officer (Francisco,K)	A	3,332.50	39,990.00	13,208.25	0	0	0	660.39	0	615.23	0	14,483.87	1,086.28	-543.14	543.14	15,027.01	
588	Instructor Guard (Sorrells,A)	A	1,287.00	15,444.00	14,267.19	0	0	0	0	0	148.5	0	14,415.69	1,081.16	-540.58	540.58	14,956.27	
589	Code Enforcement Officer (Gallardo,Y)	A	5,152.00	61,824.00	12,305.34	0.83	0	0	0	0	0	1,938.45	14,244.62	2,138.68	-1,476.63	662.05	14,906.67	
590	Community Services Leader III (Adkins,N)	A	1,312.13	15,745.60	13,519.65	0	0	0	0	0	691.56	0	14,211.21	1,065.86	-532.93	532.93	14,744.14	
591	Plan Checker (Zarghalami,B)	A	7,847.00	94,164.00	12,675.94	1.55	0	0	0	0	0	1,292.30	13,969.79	2,203.07	-1,521.10	681.97	14,651.76	
592	Police Aide (Nguyen,K)	A	1,248.00	14,976.00	13,647.60	302.4	20	0	0	0	0	0	13,950.00	1,046.26	-523.13	523.13	14,473.13	
593	Community Services Leader II (Aguilar Torrez,L)	A	1,263.60	15,163.20	11,824.39	0	0	0	0	0	1,436.13	0	13,260.52	2,062.20	-886.84	1,175.36	14,435.88	
594	Code Enforcement Officer (Jennings,J)	A	5,152.00	61,824.00	10,700.30	9.12	0	0	0	0	0	2,584.60	13,294.02	1,859.72	-1,284.03	575.69	13,869.71	
595	Sr. Community Services Leader (Magana,J)	A	1,469.00	17,628.00	13,687.13	0	0	0	0	0	169.5	0	13,856.63	0	0	0	13,856.63	
596	Assistant Planner (Rimando,J)	A	5,795.00	69,540.00	10,564.74	1.81	0	0	0	0	0	2,584.60	13,151.15	1,836.16	-1,267.76	568.4	13,719.55	
597	Police Records Technician (Broome JR,E)	A	4,290.00	51,480.00	9,900.00	0	0	350.86	0	0	0	2,584.60	12,835.46	1,781.59	-1,230.10	551.49	13,386.95	
598	Police Records Technician (Lawrence,K)	A	4,290.00	51,480.00	9,900.00	0	0	324.86	0	0	0	2,584.60	12,809.46	1,777.06	-1,226.98	550.08	13,359.54	

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					Base Pay	Overtime		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Retirement Cost (EE+ER)	EE Paid Retirement Contribution	ER Retirement Cost	
						Pay	Hours										
599	Police Records Technician (Pouler,A)	A	4,290.00	51,480.00	9,900.04	0	0	89.73	0	0	0	2,584.60	12,574.37	1,736.21	-1,198.77	537.44	13,111.81
600	Recreation Manager - TEMP (Crofts,E)	A	4,876.73	58,520.80	13,026.55	0	0	0	0	0	0	13,026.55	0	0	0	13,026.55	
601	Assistant Planner (Griffiths,F)	T	5,256.00	63,072.00	9,582.10	76.43	0	0	0	0	2,584.60	12,243.13	1,665.36	-1,149.85	515.51	12,758.64	
602	Community Services Leader III (Gonzales,M)	T	1,312.13	15,745.60	12,093.11	0	0	0	0	181.68	0	12,274.79	920.64	-460.32	460.32	12,735.11	
603	Intern (Nguyen,T)	A	1,265.33	15,184.00	8,519.10	54.75	3	0	0	3,507.53	0	12,081.38	1,514.02	-901.37	612.65	12,694.03	
604	Budget Analyst - TEMP (Flores,M)	A	4,202.47	50,429.60	12,522.55	0	0	0	0	0	0	12,522.55	0	0	0	12,522.55	
605	Community Services Leader III (Duarte,M)	A	1,312.13	15,745.60	9,920.56	0	0	0	0	1,691.90	0	11,612.46	1,781.01	-1,038.60	742.41	12,354.87	
606	Police Aide (Getz,G)	A	1,248.00	14,976.00	11,628.00	270	13	0	0	0	0	11,898.00	892.36	-446.18	446.18	12,344.18	
607	Sr. Community Services Leader (Gomez-Rivera,D)	A	1,469.00	17,628.00	11,464.57	0	0	0	0	0	0	11,464.57	1,507.51	-675.74	831.77	12,296.34	
608	Community Services Leader III (Ojeda-Jimenez,J)	T	1,312.13	15,745.60	9,825.86	0	0	0	0	79.7	1,271.76	11,177.32	1,759.50	-742.91	1,016.59	12,193.91	
609	Police Aide (Pham,J)	A	1,248.00	14,976.00	11,448.00	172.8	12	0	0	0	0	11,620.80	871.56	-435.78	435.78	12,056.58	
610	Human Resources Administrator (Sommers,J)	A	4,823.87	57,886.40	10,881.53	0	0	0	0	0	0	10,881.53	1,945.73	-870.52	1,075.21	11,956.74	
611	Intern (Smit,C)	T	1,265.33	15,184.00	11,444.36	0	0	0	0	0	34.16	11,478.52	860.88	-430.44	430.44	11,908.96	
612	Community Services Leader III (Salazar-Delgado,D)	T	1,312.13	15,745.60	10,946.05	0	0	0	0	0	474.49	11,420.54	856.54	-428.27	428.27	11,848.81	
613	Intern (Tran,D)	T	1,328.60	15,943.20	10,269.01	0	0	0	0	0	772.02	11,041.03	1,141.83	-527.04	614.79	11,655.82	
614	Plan Check Engineer (Hoang,A)	A	10,430.00	125,160.00	9,387.00	0	0	0	0	0	1,292.30	10,679.30	1,631.47	-1,126.44	505.03	11,184.33	
615	Community Services Leader III (Urquiza-Sanchez,M)	A	1,312.13	15,745.60	9,591.20	0	0	0	0	67.32	552.61	10,211.13	1,644.96	-676.11	968.85	11,179.98	
616	Community Services Leader III (Maldonado,C)	A	1,312.13	15,745.60	10,773.30	0	0	0	0	0	0	10,773.30	807.98	-403.99	403.99	11,177.29	
617	Senior Accountant - TEMP (Gonzales,D)	A	4,277.00	51,324.00	11,029.74	0	0	0	0	0	0	11,029.74	0	0	0	11,029.74	
618	Administrative Secretary (Parida,A)	A	4,359.00	52,308.00	7,946.78	8.04	0	0	0	0	2,584.60	10,539.42	1,381.15	-953.61	427.54	10,966.96	
619	Community Services Leader III (Gonzalez,A)	A	1,312.13	15,745.60	10,508.32	0	0	0	0	0	0	10,508.32	788.14	-394.07	394.07	10,902.39	
620	Sr. Management Analyst (CON) (Karagueuzian,L)	A	8,385.00	100,620.00	9,723.38	0	0	0	0	0	646.15	10,369.53	1,641.32	-1,166.80	474.52	10,844.05	
621	Community Services Leader III (Brizuela,I)	A	1,312.13	15,745.60	9,277.05	0	0	0	0	0	802.42	10,079.47	1,666.72	-971.22	695.5	10,774.97	
622	Sr. Community Services Leader (Vieri-Bustamante,K)	A	1,469.00	17,628.00	9,894.26	0	0	0	0	0	169.5	10,063.76	1,246.57	-562.51	684.06	10,747.82	
623	Community Services Leader III (Lugo,G)	A	1,312.13	15,745.60	10,079.49	0	0	0	0	0	0	10,079.49	755.92	-377.96	377.96	10,457.45	
624	Community Services Leader III (Contreras,C)	A	1,312.13	15,745.60	9,817.34	0	0	0	0	0	0	9,817.34	736.36	-368.18	368.18	10,185.52	

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					Base Pay	Overtime		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Retirement Cost (EE+ER)	EE Paid Retirement Contribution	ER Retirement Cost		
						Pay	Hours											
625	Police Officer - TEMP (Potts,D)	T	4,687.80	56,253.60	10,168.92	0	0	0	0	0	0	0	0	10,168.92	0	0	0	10,168.92
626	Police Aide (Prado,G)	A	1,248.00	14,976.00	9,468.00	270	18	0	0	0	0	0	9,738.00	730.36	-365.18	365.18	10,103.18	
627	Communications Officer (Van Es,D)	A	3,332.50	39,990.00	8,609.38	0	0	0	430.48	0	299.93	0	9,339.79	1,684.71	-942.99	741.72	10,081.51	
628	Intern (Do,M)	A	1,265.33	15,184.00	9,716.30	0	0	0	0	0	0	0	9,716.30	728.8	-364.4	364.4	10,080.70	
629	Sr. Community Services Leader (Stein,T)	A	1,469.00	17,628.00	9,206.69	0	0	0	0	0	76.28	0	9,282.97	1,283.74	-570.42	713.32	9,996.29	
630	Fire Fighter (Kent,W)	T	6,930.00	83,160.00	7,676.30	0	0	0	0	153.47	303.85	813	8,946.62	1,999.22	-1,074.68	924.54	9,871.16	
631	Community Services Leader III (Gerber,G)	A	1,312.13	15,745.60	9,187.21	0	0	0	0	0	0	0	9,187.21	689.02	-344.51	344.51	9,531.72	
632	Recreation Specialist (Lyman,T)	A	1,785.33	21,424.00	8,396.66	0	0	0	0	0	112.08	0	8,508.74	1,459.32	-545.68	913.64	9,422.38	
633	Code Enforcement Officer (Goates,D)	A	3,131.27	37,575.20	9,032.55	0	0	0	0	0	0	0	9,032.55	677.44	-338.72	338.72	9,371.27	
634	Intern (Geronimo,J)	T	1,265.33	15,184.00	8,709.63	0	0	0	0	0	313.46	0	9,023.09	676.76	-338.38	338.38	9,361.47	
635	Office Specialist II (Sanford,M)	T	2,097.33	25,168.00	8,119.10	0	0	0	0	0	276.12	0	8,395.22	1,414.02	-608.95	805.07	9,200.29	
636	Mayor (Foley,K)	T	904.4	10,852.80	2,921.93	0	0	0	0	0	0	5,980.80	8,902.73	539.07	-305.9	233.17	9,135.90	
637	Intern (Miller,T)	T	2,530.67	30,368.00	8,292.80	0	0	0	0	0	427.05	0	8,719.85	654.12	-327.06	327.06	9,046.91	
638	Community Services Leader III (Ramirez,J)	A	1,312.13	15,745.60	8,667.65	0	0	0	0	0	0	0	8,667.65	650.08	-325.04	325.04	8,992.69	
639	Community Services Leader III (Fletcher,Z)	T	1,312.13	15,745.60	7,572.27	0	0	0	0	0	782.28	0	8,354.55	626.62	-313.31	313.31	8,667.86	
640	Office Specialist II (Jimenez,G)	T	1,902.33	22,828.00	7,425.02	76.16	3	0	0	124.23	257.25	0	7,882.66	1,332.79	-565.74	767.05	8,649.71	
641	Sr. Management Analyst (CON) (Niemann,M)	T	7,244.00	86,928.00	3,970.27	0	0	0	0	2,006.03	1,329.00	1,292.30	8,597.60	712.66	-717.16	-4.5	8,593.10	
642	Community Services Leader II (Camacho,B)	A	1,263.60	15,163.20	8,183.08	0	0	0	0	0	0	0	8,183.08	613.78	-306.89	306.89	8,489.97	
643	Community Services Leader II (Hayes,N)	A	1,263.60	15,163.20	7,650.93	0	0	0	0	0	243.49	0	7,894.42	592.1	-296.05	296.05	8,190.47	
644	Principal Civil Engineer (Fakoorbayat,A)	T	10,950.00	131,400.00	0	8,147.91	99	0	0	0	0	0	8,147.91	0	0	0	8,147.91	
645	Office Specialist II (Acevedo,M)	A	3,804.67	45,656.00	7,111.80	131.71	4	0	0	0	0	0	7,243.51	1,236.03	-401.69	834.34	8,077.85	
646	Instructor Guard (Vilchis Garcia,Y)	T	1,287.00	15,444.00	6,845.89	0	0	0	0	0	766.26	0	7,612.15	570.9	-285.45	285.45	7,897.60	
647	Community Services Leader II (Hernandez,G)	A	1,263.60	15,163.20	7,581.64	0	0	0	0	0	0	0	7,581.64	568.64	-284.32	284.32	7,865.96	
648	Community Services Leader III (Sugaltian,J)	A	1,312.13	15,745.60	6,680.58	0	0	0	0	0	870.55	0	7,551.13	566.34	-283.17	283.17	7,834.30	
649	Community Services Leader II (Du,V)	A	1,263.60	15,163.20	6,805.23	0	0	0	0	0	364.5	0	7,169.73	537.72	-268.86	268.86	7,438.59	
650	Administrative Secretary (Hall,S)	T	5,298.00	63,576.00	2,322.96	0	0	0	0	1,467.13	3,033.92	646.15	7,470.16	416.97	-454.82	-37.85	7,432.31	

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					Base Pay	Overtime Pay		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Retirement Cost (EE+ER)	EE Paid Retirement Contribution	ER Retirement Cost		
						Hours												
651	Community Services Leader II (Alaiore Mancilla,J)	A	1,263.60	15,163.20	7,074.97	0	0	0	0	0	0	0	7,074.97	530.64	-265.32	265.32	7,340.29	
652	Community Services Leader II (Alcala-Villalobos,E)	A	1,263.60	15,163.20	6,870.89	0	0	0	0	0	0	0	6,870.89	515.3	-257.65	257.65	7,128.54	
653	Communications Officer (Tapia I,E)	A	3,332.50	39,990.00	6,536.84	0	0	0	326.86	0	0	0	6,863.70	514.8	-257.4	257.4	7,121.10	
654	Community Services Leader III (Lugo,S)	A	1,312.13	15,745.60	6,645.00	0	0	0	0	0	87.48	0	6,732.48	504.96	-252.48	252.48	6,984.96	
655	Intern (Mojarro Enciso,Y)	T	1,265.33	15,184.00	5,672.10	0	0	0	0	0	931.77	0	6,603.87	495.28	-247.64	247.64	6,851.51	
656	Sr. Lifeguard (McMurdo,C)	T	2,182.70	26,192.40	5,964.67	0	0	0	0	0	250.67	0	6,215.34	1,070.68	-447.36	623.32	6,838.66	
657	Executive Secretary (Admn) (Giragossian,S)	A	5,913.00	70,956.00	5,242.49	1.28	0	0	0	0	0	1,292.30	6,536.07	911.14	-629.1	282.04	6,818.11	
658	Asst Recreation Supervisor (Renteria,C)	T	6,975.00	83,700.00	4,205.13	0	0	0	0	241.44	837.4	1,292.30	6,576.27	775.89	-579.46	196.43	6,772.70	
659	Engineering Technician III (Sebal,K)	A	5,690.00	68,280.00	5,121.00	0	0	0	0	0	0	1,292.30	6,413.30	890.02	-614.52	275.5	6,688.80	
660	Community Services Leader II (Paniasua,F)	A	1,263.60	15,163.20	6,130.92	0	0	0	0	0	0	0	6,130.92	459.82	-229.91	229.91	6,360.83	
661	Community Services Leader III (Gamboia,C)	T	1,312.13	15,745.60	5,454.19	0	0	0	0	0	126.27	0	5,580.46	979.04	-409.06	569.98	6,150.44	
662	Intern (Flores,J)	A	1,265.33	15,184.00	5,869.20	0	0	0	0	0	0	0	5,869.20	440.18	-220.09	220.09	6,089.29	
663	Community Services Leader II (Hernandez,J)	A	1,263.60	15,163.20	5,773.73	0	0	0	0	0	0	0	5,773.73	433.06	-216.53	216.53	5,990.26	
664	Intern (Navarro,M)	T	1,265.33	15,184.00	5,518.80	0	0	0	0	0	187.76	0	5,706.56	428.02	-214.01	214.01	5,920.57	
665	Police Aide (Thurston,S)	A	1,248.00	14,976.00	5,436.00	0	0	0	0	0	0	0	5,436.00	407.7	-203.85	203.85	5,639.85	
666	Animal Control Officer (Caltouse,D)	A	5,824.00	69,888.00	5,090.40	0	0	0	0	0	0	0	5,090.40	859.22	-356.32	502.9	5,593.30	
667	Intern (Hasegawa,M)	T	1,265.33	15,184.00	5,212.20	0	0	0	0	0	177.24	0	5,389.44	404.24	-202.12	202.12	5,591.56	
668	Instructor Guard (Johnson,C)	A	1,351.13	16,213.60	5,352.16	0	0	0	0	21.21	0	0	5,373.37	402.98	-201.49	201.49	5,574.86	
669	Police Records Technician (Tomassetti,M)	A	4,290.00	51,480.00	3,960.00	0	0	0	0	0	0	1,292.30	5,252.30	688.24	-475.2	213.04	5,465.34	
670	Sr. Community Services Leader (Madrid,T)	A	1,469.00	17,628.00	4,787.20	0	0	0	0	0	0	0	4,787.20	828.53	-357.54	470.99	5,238.19	
671	Community Services Leader II (Schade,J)	A	1,263.60	15,163.20	4,909.87	0	0	0	0	0	87.48	0	4,997.35	374.82	-187.41	187.41	5,184.76	
672	Community Services Leader III (Pacheco Xala,W)	A	1,312.13	15,745.60	4,644.21	0	0	0	0	0	272.52	0	4,916.73	368.82	-184.41	184.41	5,101.14	
673	Accountant (TEMP) (Palacol,M)	A	3,889.60	46,675.20	5,093.88	0	0	0	0	0	0	0	5,093.88	0	0	0	5,093.88	
674	Intern (Magana Lemus,J)	T	1,265.33	15,184.00	4,474.90	0	0	0	0	0	328.65	0	4,803.55	360.26	-180.13	180.13	4,983.68	
675	Intern (Garcia Garfia,F)	A	1,265.33	15,184.00	4,803.40	0	0	0	0	0	0	0	4,803.40	360.26	-180.13	180.13	4,983.53	
676	Instructor Guard (Ardalan,A)	T	1,287.00	15,444.00	4,317.65	0	0	0	0	0	207.6	0	4,525.25	775.02	-323.83	451.19	4,976.44	

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Row	Job Title / Name	2021 Status	Monthly Salary Rate as of End of Year	Annual Salary Rate as of End of Year	PAY CATEGORIES with Overtime Hours									RETIREMENT			Total (Total Pay + ER Retirement Cost)
					Base Pay	Overtime		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Retirement Cost (EE+ER)	EE Paid Retirement Contribution	ER Retirement Cost	
						Pay	Hours										
677	Sr. Community Services Leader (Ortiz,J)	A	1,469.00	17,628.00	4,419.72	0	0	0	0	0	0	0	4,419.72	768.15	-331.48	436.67	4,856.39
678	Community Services Leader III (Arias Tranquillo,E)	A	1,312.13	15,745.60	4,629.06	0	0	0	0	0	0	0	4,629.06	347.18	-173.59	173.59	4,802.65
679	Office Specialist II (Pacheco,L)	A	3,995.33	47,944.00	4,563.90	0	0	0	0	0	0	0	4,563.90	342.3	-171.15	171.15	4,735.05
680	Police Officer (Bissell,D)	A	7,712.00	92,544.00	3,559.38	0	0	0	0	0	489.23	0	4,048.61	1,183.85	-498.31	685.54	4,734.15
681	Community Services Leader II (Jimenez,M)	A	1,263.60	15,163.20	4,490.70	0	0	0	0	0	0	0	4,490.70	336.78	-168.39	168.39	4,659.09
682	Intern (Sanchez Olivera,G)	A	1,265.33	15,184.00	4,453.00	0	0	0	0	0	0	0	4,453.00	334	-167	167	4,620.00
683	Animal Control Officer (Needler,G)	T	3,773.90	45,286.80	3,705.68	0	0	0	0	0	522.25	0	4,227.93	317.1	-158.55	158.55	4,386.48
684	Community Services Leader III (Boroto,M)	T	1,312.13	15,745.60	3,744.90	0	0	0	0	0	130.05	0	3,874.95	290.6	-145.3	145.3	4,020.25
685	Lifeguard (McNeal,G)	A	1,263.60	15,163.20	3,860.09	0	0	0	0	0	0	0	3,860.09	289.5	-144.75	144.75	4,004.84
686	Community Services Leader III (Linares,D)	A	1,312.13	15,745.60	3,841.78	0	0	0	0	0	0	0	3,841.78	288.14	-144.07	144.07	3,985.85
687	Community Services Leader II (Hernandez,K)	A	1,263.60	15,163.20	3,725.23	0	0	0	0	0	0	0	3,725.23	279.42	-139.71	139.71	3,864.94
688	Lifeguard (Zelaznik,D)	T	1,263.60	15,163.20	3,568.47	0	0	0	0	0	121.31	0	3,689.78	276.74	-138.37	138.37	3,828.15
689	Community Services Leader III (Tutughyan,A)	T	1,312.13	15,745.60	3,497.34	0	0	0	0	0	158.06	0	3,655.40	274.14	-137.07	137.07	3,792.47
690	Community Services Leader III (Nguyen,P)	A	1,312.13	15,745.60	3,620.83	0	0	0	0	0	0	0	3,620.83	271.56	-135.78	135.78	3,756.61
691	Lifeguard (Stout,G)	A	1,263.60	15,163.20	3,619.51	0	0	0	0	0	0	0	3,619.51	271.46	-135.73	135.73	3,755.24
692	Community Services Leader II (Smith,S)	A	1,263.60	15,163.20	3,393.53	0	0	0	0	0	116.64	0	3,510.17	263.26	-131.63	131.63	3,641.80
693	Community Services Leader III (Ghaznavi,A)	A	1,312.13	15,745.60	3,368.65	0	0	0	0	0	0	0	3,368.65	252.66	-126.33	126.33	3,494.98
694	Community Services Leader II (Gonzalez,G)	A	1,263.60	15,163.20	3,364.38	0	0	0	0	0	0	0	3,364.38	252.34	-126.17	126.17	3,490.55
695	Community Services Leader II (Barrios,E)	T	1,263.60	15,163.20	3,196.69	0	0	0	0	0	108.62	0	3,305.31	247.9	-123.95	123.95	3,429.26
696	Video Production Aide (Avila,J)	A	1,396.20	16,754.40	3,189.78	0	0	0	0	0	0	0	3,189.78	239.2	-119.6	119.6	3,309.38
697	Community Services Leader II (Townsend,E)	A	1,263.60	15,163.20	3,174.81	0	0	0	0	0	0	0	3,174.81	238.12	-119.06	119.06	3,293.87
698	Community Services Leader III (Callaway,G)	T	1,312.13	15,745.60	2,891.76	0	0	0	0	0	282.05	0	3,173.81	238.04	-119.02	119.02	3,292.83
699	Intern (Hafeez,J)	T	1,265.33	15,184.00	2,920.00	0	0	0	0	0	207.61	0	3,127.61	234.6	-117.3	117.3	3,244.91
700	Community Services Leader III (Garcia,L)	A	1,312.13	15,745.60	2,887.99	0	0	0	0	0	75.7	0	2,963.69	222.26	-111.13	111.13	3,074.82
701	Video Production Aide (Arellano,E)	A	1,267.07	15,204.80	2,858.21	0	0	0	0	79.53	0	0	2,937.74	220.32	-110.16	110.16	3,047.90
702	Communications Officer (Diaz,L)	A	6,347.47	76,169.60	3,034.98	0	0	0	0	0	0	0	3,034.98	0	0	0	3,034.98

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					Base Pay	Overtime		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Retirement Cost (EE+ER)	EE Paid Retirement Contribution		ER Retirement Cost
						Pay	Hours										
703	Police Sergeant (Walk,C)	R	11,429.00	137,148.00	0	0	0	0	0	3,412.21	0	0	3,412.21	0	-477.71	-477.71	2,934.50
704	Intern (Rivas,G)	A	1,265.33	15,184.00	2,730.20	0	0	0	0	0	0	2,730.20	204.78	-102.39	102.39	2,832.59	
705	Community Services Leader II (Rosales,M)	A	1,263.60	15,163.20	2,726.50	0	0	0	0	0	0	2,726.50	204.48	-102.24	102.24	2,828.74	
706	Community Services Leader II (Gama Serrato,J)	T	1,263.60	15,163.20	2,635.34	0	0	0	0	89.67	0	2,725.01	204.36	-102.18	102.18	2,827.19	
707	Community Outreach Worker (Bennett,C)	T	2,690.13	32,281.60	2,591.84	0	0	0	0	132.54	0	2,724.38	204.34	-102.17	102.17	2,826.55	
708	Intern (Santillan,J)	T	1,265.33	15,184.00	2,719.25	0	0	0	0	0	0	2,719.25	203.94	-101.97	101.97	2,821.22	
709	Community Services Leader II (Guluarie Lucero,C)	A	1,263.60	15,163.20	2,624.43	0	0	0	0	0	0	2,624.43	196.84	-98.42	98.42	2,722.85	
710	Community Services Leader II (Murguia Alarcon,J)	T	1,263.60	15,163.20	2,482.25	0	0	0	0	84.42	0	2,566.67	192.5	-96.25	96.25	2,662.92	
711	Community Services Leader III (Pascua,M)	T	1,312.13	15,745.60	2,165.02	0	0	0	80.73	303.86	0	2,549.61	191.22	-95.61	95.61	2,645.22	
712	Video Production Aide (Zarate,E)	A	1,396.20	16,754.40	2,529.30	0	0	0	0	0	0	2,529.30	189.7	-94.85	94.85	2,624.15	
713	Community Services Leader III (Nguyen,V)	T	1,312.13	15,745.60	1,430.73	0	0	0	116.1	965.78	0	2,512.61	188.46	-94.23	94.23	2,606.84	
714	Community Services Leader II (Rosales Medina,J)	A	1,263.60	15,163.20	2,471.33	0	0	0	0	0	0	2,471.33	185.36	-92.68	92.68	2,564.01	
715	Community Services Leader II (Villicana,J)	T	1,263.60	15,163.20	2,351.04	0	0	0	0	98.85	0	2,449.89	183.74	-91.87	91.87	2,541.76	
716	Community Services Leader III (Vickrey,R)	A	1,312.13	15,745.60	2,252.08	0	0	0	0	0	0	2,252.08	168.92	-84.46	84.46	2,336.54	
717	Community Services Leader III (Martinez,D)	A	1,312.13	15,745.60	2,024.99	0	0	0	0	0	0	2,024.99	351.92	-151.87	200.05	2,225.04	
718	Lifeguard (LeSieur,F)	A	1,263.60	15,163.20	2,048.49	0	0	0	0	0	0	2,048.49	153.64	-76.82	76.82	2,125.31	
719	Senior Planner (Lee,M)	R	9,228.00	110,736.00	0	0	0	0	2,236.01	0	0	2,236.01	0	-268.32	-268.32	1,967.69	
720	Community Services Leader II (Paredes Soto,A)	A	1,263.60	15,163.20	1,837.10	0	0	0	0	0	0	1,837.10	137.78	-68.89	68.89	1,905.99	
721	Community Services Leader II (Sanchez-Urquiza,S)	A	1,263.60	15,163.20	1,694.97	0	0	0	0	0	0	1,694.97	127.12	-63.56	63.56	1,758.53	
722	Community Services Leader III (Gutierrez,K)	A	1,312.13	15,745.60	1,646.50	0	0	0	0	0	0	1,646.50	123.48	-61.74	61.74	1,708.24	
723	Community Services Leader II (Jeffcoat,D)	T	1,263.60	15,163.20	1,578.30	0	0	0	0	53.65	0	1,631.95	122.4	-61.2	61.2	1,693.15	
724	Community Services Leader III (Arellano,D)	T	1,481.13	17,773.60	1,256.62	0	0	0	0	272.52	0	1,529.14	224.71	-94.25	130.46	1,659.60	
725	Community Services Leader III (Letterman,M)	A	1,312.13	15,745.60	1,479.95	0	0	0	0	0	0	1,479.95	259.74	-111.01	148.73	1,628.68	
726	Intern (Bussell,K)	A	1,265.33	15,184.00	1,540.30	0	0	0	0	0	0	1,540.30	115.52	-57.76	57.76	1,598.06	
727	Sr. Community Services Leader (Nguyen,P)	T	1,469.00	17,628.00	101.71	0	0	0	769.22	376.6	417.14	1,664.67	18.26	-93.56	-75.3	1,589.37	
728	Community Services Leader II (Watson,B)	T	1,263.60	15,163.20	1,465.29	0	0	0	0	0	49.72	1,515.01	113.82	-56.81	56.81	1,571.82	

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					Base Pay	Overtime Pay		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Retirement Cost (EE+ER)	EE Paid Retirement Contribution	ER Retirement Cost		
						Hours												
729	Community Services Leader II (Rofn,B)	A	1,263.60	15,163.20	1,468.97	0	0	0	0	0	0	0	0	1,468.97	110.16	-55.08	55.08	1,524.05
730	Intern (Finck,D)	A	1,265.33	15,184.00	1,401.60	0	0	0	0	0	0	0	1,401.60	105.12	-52.56	52.56	1,454.16	
731	Sr. Management Analyst (CON) (Lock,C)	T	6,899.00	82,788.00	0	0	0	0	1,626.12	0	0	0	1,626.12	0	-195.13	-195.13	1,430.99	
732	Executive Secretary (Goldsworthy,C)	R	6,422.00	77,064.00	0	0	0	0	1,611.67	0	0	0	1,611.67	0	-193.4	-193.4	1,418.27	
733	Lifeguard (Slutzky,T)	A	1,263.60	15,163.20	1,290.33	0	0	0	0	0	0	0	1,290.33	96.78	-48.39	48.39	1,338.72	
734	Police Aide (Schirmer,C)	T	1,248.00	14,976.00	1,231.49	0	0	0	0	0	31.1	0	1,262.59	94.7	-47.35	47.35	1,309.94	
735	Sr Police Officer (Dimel,R)	R	9,843.00	118,116.00	0	0	0	0	1,499.15	0	0	0	1,499.15	0	-209.88	-209.88	1,289.27	
736	Community Services Leader II (Adkins,J)	T	1,263.60	15,163.20	641.52	0	0	0	0	588.45	0	0	1,229.97	92.26	-46.13	46.13	1,276.10	
737	Community Services Leader II (Quezada,M)	T	1,263.60	15,163.20	1,122.68	0	0	0	0	38.2	0	0	1,160.88	195.12	-84.2	110.92	1,271.80	
738	Police Recruit (Leonard,D)	T	2,600.00	31,200.00	1,020.00	0	0	0	0	126.3	0	0	1,146.30	183.09	-76.5	106.59	1,252.89	
739	Lifeguard (Devries,A)	T	1,263.60	15,163.20	1,173.70	0	0	0	0	0	0	0	1,173.70	88.02	-44.01	44.01	1,217.71	
740	Accounting Specialist II (Shepherd,R)	R	6,247.00	74,964.00	0	0	0	0	1,369.53	0	0	0	1,369.53	0	-164.34	-164.34	1,205.19	
741	Police Recruit (Tinoco,R)	T	2,600.00	31,200.00	1,050.00	0	0	0	0	35.7	0	0	1,085.70	188.48	-78.75	109.73	1,195.43	
742	Acting Equipment Mechanic III (Limor,M)	T	5,831.00	69,972.00	0	0	0	0	1,162.70	0	0	0	1,162.70	0	-139.52	-139.52	1,023.18	
743	Community Outreach Worker (Gracia,T)	A	2,561.87	30,742.40	886.8	0	0	0	0	0	0	0	886.8	149.7	-62.08	87.62	974.42	
744	Community Services Leader III (Bertrand,M)	T	1,312.13	15,745.60	552.61	0	0	0	0	383.95	0	0	936.56	70.22	-35.11	35.11	971.67	
745	Fire Engineer (Prochnow,D)	R	9,264.00	111,168.00	0	3.5	0	0	952.75	0	0	0	956.25	0	-0.95	-0.95	955.3	
746	Video Production Aide (Ross,G)	A	1,396.20	16,754.40	886.07	0	0	0	0	0	0	0	886.07	66.46	-33.23	33.23	919.3	
747	Community Services Leader II (Le,A)	A	1,263.60	15,163.20	885.75	0	0	0	0	0	0	0	885.75	66.44	-33.22	33.22	918.97	
748	Communications Officer (Marquez,V)	T	5,223.00	62,676.00	0	0	0	0	1,024.51	0	0	0	1,024.51	0	-122.94	-122.94	901.57	
749	Community Services Leader II (Espinoza-Molina,B)	A	1,263.60	15,163.20	834.72	0	0	0	0	0	0	0	834.72	62.6	-31.3	31.3	866.02	
750	Community Services Leader III (Newton,M)	A	1,312.13	15,745.60	719.15	0	0	0	0	0	0	0	719.15	124.99	-53.94	71.05	790.2	
751	Intern (Fong,M)	A	1,265.33	15,184.00	730	0	0	0	0	0	0	0	730	54.76	-27.38	27.38	757.38	
752	Police Officer (Sharman-Barnes,S)	T	6,995.00	83,940.00	0	0	0	0	807.11	0	0	0	807.11	0	-113	-113	694.11	
753	Fire Fighter (McClanahan,C)	T	6,586.00	79,032.00	0	24.54	0	0	660	0	0	0	684.54	0	-2.46	-2.46	682.08	
754	Communications Officer (Sagapolutele,M)	T	5,223.00	62,676.00	0	0	0	0	723.18	0	0	0	723.18	0	-86.78	-86.78	636.4	

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					Base Pay	Overtime		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Retirement Cost (EE+ER)	EE Paid Retirement Contribution	ER Retirement Cost	
						Pay	Hours										
755	Community Services Leader II (Williamson,G)	A	1,263.60	15,163.20	554.04	0	0	0	0	0	0	0	554.04	41.56	-20.78	20.78	574.82
756	Community Services Leader II (Reyes,J)	A	1,263.60	15,163.20	519.78	0	0	0	0	0	0	0	519.78	38.98	-19.49	19.49	539.27
757	Equipment Mechanic III (Cawthon,G)	T	5,831.00	69,972.00	0	0	0	0	538.24	0	0	0	538.24	0	-64.59	-64.59	473.65
758	Video Production Aide (Gibson,D)	A	1,396.20	16,754.40	434.97	0	0	0	0	0	0	0	434.97	32.62	-16.31	16.31	451.28
759	Community Services Leader III (Chavez,J)	A	1,312.13	15,745.60	386.07	0	0	0	0	0	0	0	386.07	67.1	-28.96	38.14	424.21
760	Community Services Leader III (Antisdal,S)	A	1,312.13	15,745.60	386.07	0	0	0	0	0	0	0	386.07	67.1	-28.96	38.14	424.21
761	Community Services Leader III (Stutz,R)	T	1,189.93	14,279.20	0	0	0	0	0	366.18	0	0	366.18	27.46	-13.73	13.73	379.91
762	Intern (Navidad Castaneda,J)	T	1,147.47	13,769.60	211.84	0	0	0	0	102.74	0	0	314.58	23.6	-11.8	11.8	326.38
763	Sr. Community Services Leader (Delfin,B)	A	1,469.00	17,628.00	296.64	0	0	0	0	0	0	0	296.64	51.54	-22.24	29.3	325.94
764	Lifeguard (Vazquez,J)	T	1,263.60	15,163.20	98.42	0	0	0	0	165.63	0	0	264.05	19.8	-9.9	9.9	273.95
765	Community Services Leader III (Smith,L)	T	1,312.13	15,745.60	223.32	0	0	0	0	7.57	0	0	230.89	38.81	-16.75	22.06	252.95
766	Community Services Leader II (Urbina,R)	T	1,263.60	15,163.20	145.8	0	0	0	0	4.96	0	0	150.76	11.3	-5.65	5.65	156.41
767	Community Services Leader III (Da Silva,S)	T	1,189.93	14,279.20	0	0	0	0	0	143.62	0	0	143.62	10.78	-5.39	5.39	149.01
768	Community Services Leader II (Saled,Y)	T	1,263.60	15,163.20	134.87	0	0	0	0	4.52	0	0	139.39	10.46	-5.23	5.23	144.62
769	Community Services Leader III (Stack,T)	T	1,312.13	15,745.60	0	0	0	0	0	136.41	0	0	136.41	0	0	0	136.41
770	Assistant Engineer (Lai,I)	T	6,284.00	75,408.00	0	0	0	0	145.01	0	0	0	145.01	0	-17.4	-17.4	127.61
771	Community Services Leader II (Ceja Ceja,M)	A	1,263.60	15,163.20	109.35	0	0	0	0	0	0	0	109.35	8.2	-4.1	4.1	113.45
772	Senior Engineer (Muhammad,S)	T	10,430.00	125,160.00	0	0	0	0	120.34	0	0	0	120.34	0	-14.44	-14.44	105.9
773	Community Services Leader III (Kurtz,C)	T	1,312.13	15,745.60	98.41	0	0	0	0	3.33	0	0	101.74	7.62	-3.81	3.81	105.55
774	Intern (Hakobian,T)	T	1,265.33	15,184.00	0	0	0	0	0	95.63	0	0	95.63	7.18	-3.59	3.59	99.22
775	Community Services Leader III (Alderete Montoya,C)	T	1,249.73	14,996.80	0	0	0	0	0	51.77	0	0	51.77	3.88	-1.94	1.94	53.71

City of Costa Mesa 2021 Compensation and Benefits Report

Row	Job Title / Name	2021 Status	Monthly Salary Rate as of End of Year	Annual Salary Rate as of End of Year	PAY CATEGORIES with Overtime Hours								RETIREMENT			Total (Total Pay + ER Retirement Cost)	
					Base Pay	Overtime		Specialty Pay	Certification Pay	Other Pay	Leave Payouts	Health Benefits	Total Pay	Total Retirement Cost (EE+ER)	EE Paid Retirement Contribution		ER Retirement Cost
						Pay	Hours										