

ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM

Executive Compensation Paid in Calendar Year 2016

(2016 included payments for 26 bi-weekly pay periods verses 27 in 2015)

Executive Name	Title	2016 Base Salary Paid	Leave Time and Contractual Pay outs	One-Time Lump Sum Payments	Employer Contribution to Pension Plan*	Medical & Dental Insurance	Deferred Compensation	Life, AD&D, and Disability Insurance	Retiree Health Care Contribution	Other**	Total Cost of Benefits	Total Compensation Costs Paid by OCERS
Delaney, Steve	Chief Executive Officer	\$253,817	\$10,982	-	\$87,748	\$9,401	\$20,305	\$1,049	\$9,684	\$14,343	\$142,531	\$407,330
Miller, Girard	Chief Investment Officer	294,939	73,905	5,815	92,756	13,039	20,646	1,193	11,451	15,146	154,231	528,889
Shott, Brenda	Asst. CEO, Finance & Internal Operations	221,009	16,469	9,420	79,778	18,374	15,470	934	8,753	13,355	136,664	383,563
Jenike, Suzanne	Asst. CEO, External Operations	192,938	11,137	8,804	69,851	14,487	13,506	836	7,661	12,199	118,540	331,419
Ratto, Gina	Chief Legal Officer (2.5 months)	44,231	-	-	14,663	1,085	3,096	173	1,769	6,386	27,172	71,403
Valer, Robert	Chief Legal Officer (3 months)	55,272	148,776	-	17,842	2,219	3,869	237	1,879	7,464	33,510	237,557

Management Compensation Paid in Calendar Year 2016

(2016 included payments for 26 bi-weekly pay periods verses 27 in 2015)

Title	2016 Salary Paid	Leave Time and Contractual Pay outs	One-Time Lump Sum Payments	Employer Contribution to Pension Plan*	Medical & Dental Insurance	Deferred Compensation	Life, AD&D, and Disability Insurance	Retiree Health Care Contribution	Other**	Total Cost of Benefits	Total Compensation Costs Paid by OCERS
Attorney	\$150,391	-	\$3,965	\$53,411	\$9,401	-	\$655	\$5,873	\$9,250	\$78,589	\$232,945
Attorney	153,225	-	-	52,971	13,039	-	665	5,846	9,399	81,920	235,145
Communications Manager	98,478	4,263	-	34,045	13,039	-	473	3,758	7,315	58,629	161,370
Contract/Risk/Performance Administrator (5 months)	40,192	-	-	12,078	2,058	-	185	1,608	3,905	19,834	60,026
Deputy Legal Counsel	173,186	-	4,414	61,452	1,120	-	735	6,758	9,963	80,028	257,628
Director of Administrative Services.	135,501	5,866	3,671	48,158	17,445	-	603	5,295	8,839	80,340	225,378
Director of Finance	146,708	-	5,392	52,648	18,374	-	642	5,781	9,205	86,650	238,751
Director of Information Technology	136,073	8,509	7,683	49,791	6,788	-	605	5,453	8,862	71,499	223,764
Director of Internal Audit	141,447	6,124	-	48,899	17,445	-	623	5,397	9,014	81,379	228,950
Director of Investment Operations	209,232	-	-	72,335	18,374	16,739	893	7,983	12,544	128,868	338,100
Director of Member Services	132,592	2,604	6,366	47,760	8,941	-	589	5,239	8,645	71,173	212,735
Finance Manager	104,224	6,817	2,020	36,481	8,244	-	490	4,015	7,594	56,824	169,884
Finance Manager	91,760	3,992	4,334	33,007	8,244	-	447	3,622	7,353	52,673	152,758
Finance Manager	90,151	-	3,381	32,650	5,652	-	444	3,588	7,222	49,556	143,088
Information Technology Manager	105,458	5,276	6,079	32,956	13,889	-	497	4,024	7,680	59,047	175,860
Internal Auditor	116,153	2,234	1,162	40,858	5,652	-	535	4,503	7,955	59,503	179,052
Investment Officer	116,894	-	1,152	40,824	8,244	-	537	4,499	7,962	62,066	180,112
Investment Officer	101,923	-	-	31,829	6,788	-	485	3,892	7,500	50,494	152,417
Investment Analyst	72,885	-	-	22,776	8,244	-	384	2,781	6,303	40,487	113,372
Member Services Manager	85,416	7,829	5,671	31,333	12,853	-	425	3,427	7,005	55,044	153,960
Member Services Manager	106,923	8,524	7,092	39,222	10,421	-	500	4,290	9,718	64,151	186,690

*Employer portion of pension contribution includes both the "Normal Cost" and the current year's portion of the amortized unfunded actuarial accrued liability (UAAL).

The Normal cost and UAAL portion (Plans I & J) were 13.66% and 22.22% of salaries, respectively, from January - June 2016, and 13.22% and 20.08% of salaries, respectively, from July-December 2016.

The Normal cost and UAAL portion (Plan U-PEPRA) were 8.56% and 22.22% of salaries, respectively, from January - June 2016, and 8.33% and 20.08% of salaries, respectively, from July-December 2016.

**Other includes Medicare, Optional Benefit Plan, Unemployment and Workers' Compensation Insurance.