

ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM

Executive Compensation Paid in Calendar Year 2023¹

Executive Name	Title	Salary ²	Investment Incentive Pay ³	Other Taxable Pay ⁴	Total Salary Paid	Employer Contribution to Pension Plan ⁵	Medical & Dental Insurance	Deferred Compensation	Retiree Health Care Contribution	Other ⁶	Total Cost of Benefits	Total Compensation Costs Paid by OCERS
DELANEY, STEVE J	CHIEF EXECUTIVE OFFICER	\$ 348,546		\$ 28,606	\$ 377,152	\$ 135,579	\$ 13,087	\$ 27,793	\$ 12,282	\$ 13,293	\$ 202,033	\$ 579,185
MURPHY, MOLLY A	CHIEF INVESTMENT OFFICER	503,515	135,000		638,515	63,248	11,286	33,441	17,396	18,203	143,575	782,090
RATTO, GINA M	GENERAL COUNSEL	332,581		801	333,382	136,603	19,461	23,299	11,755	12,362	203,481	536,863
SERPA, MANUEL D	GENERAL COUNSEL (4.5 months)	91,053			91,053	8,280	6,777	5,798	3,305	2,327	26,487	117,540
SHOTT, BRENDA M	ASSISTANT CEO OF FINANCE AND INTERNAL OPERATIONS	306,948		277	307,226	124,709	24,171	20,162	10,800	11,709	191,550	498,776
JENIKE, SUZANNE P	ASSISTANT CEO OF EXTERNAL OPERATIONS	291,120		23,843	314,963	118,207	13,670	20,162	10,277	11,840	174,156	489,118

Management Compensation Paid in Calendar Year 2023¹

Title	Salary ²	Investment Incentive Pay ³	Other Taxable Pay ⁴	Total Salary Paid	Employer Contribution to Pension Plan ⁵	Medical & Dental Insurance	Deferred Compensation	Retiree Health Care Contribution	Other ⁶	Total Cost of Benefits	Total Compensation Costs Paid by OCERS
CHIEF COMPLIANCE OFFICER (3 months)	\$ 37,896			\$ 37,896	\$ 12,892	\$ 2,910		\$ 1,611	\$ 1,295	\$ 18,708	\$ 56,604
COMMUNICATIONS MANAGER (3 months)	29,057		45,962	75,019	12,323	4,518		959	4,803	22,603	97,622
CONTRACTS, RISK & PERFORMANCE ADMINISTRATOR	154,846		8,958	163,804	54,400	9,956		5,890	7,378	77,624	241,428
DEPUTY GENERAL COUNSEL (7.5 months)	150,913			150,913	53,910	12,684		5,220	6,955	78,769	229,682
DIRECTOR OF COMMUNICATIONS (7 months)	78,077			78,077	26,793	6,877		3,357	3,376	40,403	118,480
DIRECTOR OF DISABILITY (8 months)	126,312			126,312	34,882	8,024		4,948	2,499	50,353	176,665
DIRECTOR OF ENTERPRISE PROJECT MGMT. OFFICE (8.3 months)	130,077		11,001	141,078	45,130	14,035		5,172	4,948	69,283	210,361
DIRECTOR OF FINANCE	227,154		12,583	239,737	92,617	25,836		8,221	9,049	135,723	375,460
DIRECTOR OF HUMAN RESOURCES	210,572		12,023	222,594	85,763	13,096		7,677	8,696	115,231	337,826
DIRECTOR OF INFORMATION SECURITY	209,895		7,688	217,583	61,950	25,836		7,706	8,474	103,967	321,550
DIRECTOR OF INFORMATION TECHNOLOGY	199,871		11,563	211,434	82,092	8,729		7,376	8,475	106,672	318,106
DIRECTOR OF INTERNAL AUDIT	216,782		11,920	228,702	62,025	18,796		7,934	8,662	97,417	326,119
DIRECTOR OF INVESTMENTS	215,096	27,787		242,883	100,130	20,364		8,795	9,144	138,433	381,316
DIRECTOR OF INVESTMENTS	259,196	33,741	9,997	302,934	120,767	17,712	20,765	10,447	11,550	181,241	484,174
DIRECTOR OF MEMBER SERVICES	156,436		11,047	167,483	64,222	1,318		5,942	7,453	78,935	246,418
DIRECTOR OF MEMBER SERVICES	187,049		10,822	197,870	59,957	18,796		6,953	8,028	93,734	291,604
FINANCE MANAGER	153,371			153,371	53,892	12,580		5,781	7,148	79,403	232,774
FINANCE MANAGER	159,031		9,209	168,240	65,688	7,479		6,058	7,517	86,742	254,982
INFORMATION SECURITY MANAGER	182,610		10,027	192,636	61,648	19,461		6,806	7,921	95,837	288,473
INFORMATION TECHNOLOGY MANAGER	161,322			161,322	56,676	13,095		6,104	7,307	83,181	244,504
INFORMATION TECHNOLOGY MANAGER (2 months)	24,769		1,219	25,989	8,427	1,743		1,117	1,649	12,936	38,924
INFORMATION TECHNOLOGY MANAGER	150,567			150,567	61,842	25,908		5,749	7,079	100,578	251,145
INTERNAL AUDITOR	99,625		5,799	105,424	40,610	13,087		4,042	6,087	63,826	169,250
INTERNAL AUDITOR	109,313			109,313	38,400	11,779		4,387	6,168	60,734	170,047
INVESTMENT ANALYST (6 months)	53,967		4,674	58,641	19,477	6,544		1,841	4,749	32,611	91,252
INVESTMENT ANALYST (1 month)	3,654			3,654	1,243			181	64	1,487	5,141
INVESTMENT ANALYST	119,388	7,366		126,754	41,944	8,729		4,720	6,468	61,861	188,615
INVESTMENT ANALYST	116,337	7,181	6,383	129,901	40,871	13,670		4,619	6,498	65,658	195,559
INVESTMENT ANALYST	90,000			90,000	31,621	7,491		3,750	5,730	48,592	138,592
INVESTMENT OFFICER	158,849			158,849	55,807	7,475		6,022	7,279	76,582	235,431
INVESTMENT OFFICER (4 months)	51,938			51,938	17,669	4,365		2,194	1,862	26,091	78,029
INVESTMENT OFFICER	122,847	6,510		129,357	42,866	9,691		4,834	6,278	63,669	193,026
MANAGER OF LEARNING & ORGANIZATIONAL DEVELOPMENT	119,858			119,858	42,108	1,318		4,735	6,382	54,544	174,401
MEMBER SERVICES MANAGER	117,226		6,869	124,095	47,963	20,364		4,634	6,462	79,423	203,518
MEMBER SERVICES MANAGER	116,776			116,776	41,026	25,836		4,634	6,294	77,790	194,566
MEMBER SERVICES MANAGER	115,655		5,652	121,307	47,160	20,364		4,569	6,402	78,495	199,802
SENIOR INTERNAL AUDITOR	160,832		8,878	169,710	66,043	18,796		6,087	7,458	98,384	268,094
SR. INVESTMENT OFFICER	199,622	21,552	10,947	232,121	61,840	11,286		7,368	8,756	89,250	321,371
SR. MANAGER OPERATIONS SUPPORT SERVICES	156,000		10,000	166,000	54,810	14,072		5,928	7,442	82,252	248,252
STAFF ANALYST (8 months)	51,667			51,667	17,845	4,843		2,485	2,907	28,079	79,747
STAFF ANALYST (8.5 months)	93,377		14,931	108,308	33,097	15,897		3,500	5,829	58,323	166,630
STAFF ANALYST (6 months)	50,709		5,322	56,031	20,040	8,629		2,393	2,787	33,849	89,880
STAFF ANALYST	119,469			119,469	41,719	18,796		4,699	6,342	71,555	191,024
STAFF ANALYST	95,000			95,000	33,378	8,754		3,915	5,836	51,883	146,883
STAFF ANALYST (6.5 months)	44,000			44,000	15,039	3,715		2,232	2,408	23,394	67,394
STAFF ANALYST	85,777		4,949	90,726	30,138	24,163		3,611	5,686	63,597	154,323
STAFF ANALYST	96,827		1,233	98,060	39,167	13,670		3,927	5,890	62,654	160,714
STAFF ANALYST	113,281		6,560	119,840	39,797	9,626		4,518	6,354	60,295	180,136
STAFF ATTORNEY (7.5 months)	75,000			75,000	25,826	4,390		3,255	3,372	36,842	111,842
STAFF ATTORNEY (7 months)	105,986			105,986	36,375	5,670		4,278	3,982	50,305	156,290

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	STAFF ATTORNEY (6.5 months)	88,291			88,291	30,180	507		3,694	3,290	37,671	125,962
	STAFF ATTORNEY (2.5 months)	38,248		26,988	65,236	16,221	2,025		1,262	4,685	24,194	89,430
	STAFF ATTORNEY (4 months)	74,638			74,638	26,937	5,063		2,463	5,001	39,464	114,102

Footnotes:

¹ 2023 included payments for 26 bi-weekly pay periods. PP01 2023 - PP26 2023

² Base pay plus certification pay where applicable.

³ Investment incentive bonus.

⁴ "Other taxable pay" includes accrued time payouts and one-time lump-sum payments.

⁵ Employer portion of pension contribution includes both the "Normal Cost" and the current year's portion of the amortized unfunded actuarial accrued liability (UAAL).

⁶ "Other" includes Life Insurance, AD&D, Disability Insurance, Medicare, Optional Benefit Plan, Unemployment, and Worker's Compensation Insurance.