

**ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM
2223 E. WELLINGTON AVENUE, SUITE 100
SANTA ANA, CALIFORNIA**

**PERSONNEL COMMITTEE MEETING
Tuesday, April 23, 2024
1:00 P.M.**

MINUTES

OPEN SESSION

Chair Hilton called the meeting to order at 1:00 P.M.

Recording Secretary administered the Roll Call attendance.

Attendance was as follows:

Present: Roger Hilton, Chair; Charles Packard, Board Member; Richard Oates, Board Member

Also Present: Steve Delaney, CEO; Brenda Shott, Assistant CEO of Internal Operations; Suzanne Jenike, Assistant CEO of External Operations; Manuel Serpa, General Counsel; Cynthia Hockless, Director of Human Resources; Jeff Lamberson, Director of Retirement Operations Section - Member Services; Silviu Ardeleanu, Director of Member & Employer Relations Section - Member Services; Maggie Williams-Dalgart, Gallagher; Janna Dinkelspiel (Zoom), Gallagher; Julie Lam (Zoom), County of Orange; Susie Barker (Zoom), County of Orange; Anthony Beltran, Audio Visual Technician; Amanda Evenson, Recording Secretary

PUBLIC COMMENT

None.

CONSENT AGENDA

C-1 COMMITTEE MEETING MINUTES:

Personnel Committee Meeting Minutes

February 29, 2024

Recommendation: Approve minutes.

A **Motion** by Mr. Oates, **seconded** by Mr. Packard, to approve staff's recommendation to approve the minutes.

The motion passed **unanimously**.

ACTION ITEMS

Orange County Employees Retirement System
April 23, 2024
Personnel Committee Meeting

A-1 INDIVIDUAL ACTION ON ANY ITEM TRAILED FROM THE CONSENT AGENDA

No items were trailed from the Consent Agenda.

A-2 PROPOSED 2024 PERSONNEL COMMITTEE MEETING SCHEDULE

Presentation by Cynthia Hockless, Director of Human Resources, OCERS

Recommendation:

Approve the staff proposed 2024 OCERS Personnel Committee Meeting Schedule

Or

Provide direction for alternative modifications.

The Committee provided direction for alternative modifications to the Proposed 2024 Personnel Committee Meeting Schedule. Due to scheduling conflicts, the Committee recommended that the July 31, 2024, Personnel Committee Meeting be rescheduled for August 2, 2024.

A-3 UPDATE ON OCERS CLASSIFICATION AND COMPENSATION STUDY

Presentation by Cynthia Hockless, Director of Human Resources, OCERS and Maggie Williams-Dalgart, MPA, SPHR, Gallagher

Recommendation:

Approve the comparable group as presented below for the Compensation Phase of the study:

1. California Public Employees Retirement System (CalPERS)
2. California State Teachers Retirement System (CalSTRS)
3. Los Angeles City Employees Retirement System (LACERS)
4. Los Angeles County Employees Retirement Association (LACERA)
5. Los Angeles Fire and Police Pensions (LAFPP)
6. County of Orange, California
7. San Bernardino County Employees Retirement Association (SBCERA)
8. San Diego City Employees Retirement System (SDCERS)
9. San Diego County Retirement Association (SDCERA)
10. San Francisco Employees Retirement System (SFERS)
11. City of Orange, California
12. City of Santa Ana, California

Or

Recommend and approve agencies that should be part of the comparable group for the Compensation Phase of the study.

Ms. Hockless and Ms. Williams-Dalgart presented an update on the OCERS Classification and Compensation Study.

The Committee expressed an interest in further information regarding the cost of labor adjustment metric for the recommended labor market in the compensation study.

Orange County Employees Retirement System
April 23, 2024
Personnel Committee Meeting

After discussion, a **Motion** by Mr. Hilton, **seconded** by Mr. Packard, to remove the San Francisco Employees Retirement System (SFERS) from the comparable group and approve the remaining entities as the comparable group as presented for the Compensation Phase of the study.

The motion passed **unanimously**.

INFORMATION ITEMS

I-1 UPDATE ON OUTREACH REGARDING EMPLOYER DATA
Presentation by Suzanne Jenike, Assistant CEO, External Operations

I-2 UPDATE ON REMAINING POSITION - MANAGER
Presentation by Suzanne Jenike, Assistant CEO, External Operations

CEO COMMENTS

Mr. Delaney thanked the County of Orange HR Classification and Compensation Team for attending the meeting. Mr. Delaney provided the Committee with an update regarding Ms. Jenike’s retirement announcement.

COMMITTEE MEMBER/COUNSEL/STAFF COMMENTS


None.


Chair Hilton **ADJOURNED** the meeting at 2:30 P.M.


Submitted by:

Submitted by:

Approved by:

DocuSigned by:

C3FEC83C3717411...
Cynthia Hockless
Liaison

DocuSigned by:

C00D5744FF39463...
Steve Delaney
Secretary to the Board

DocuSigned by:

555A903001904F8...
Roger Hilton
Chair