

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

**PERSONNEL COMMITTEE MEETING
Tuesday, August 27, 2024
9:30 A.M.**

MINUTES

OPEN SESSION

Chair Hilton called the meeting to order at 9:38 A.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; David Kim, Assistant CEO of External Operations; Molly Murphy, Chief Investment Officer; Manuel Serpa, General Counsel; Cynthia Hockless, Director of Human Resources; Silviu Ardeleanu, Director of Member & Employer Relations Section - Member Services; Will Tsao, Director of Enterprise Project Management Office; Matt Eakin, Director of Information Security; Jenny Sadoski, Director of Information Technology; Tracy Bowman, Director of Finance; David Beeson, Director of Investments; Maggie Williams-Dalgart, Gallagher; Anthony Beltran, Audio Visual Technician; Amanda Evenson, Recording Secretary; Vanessa Chavez, Retirement Program Specialist; Chris Prevatt (Zoom), Board Member; Shari Freidenrich (Zoom), Board Member; Charles Barfield (Zoom), OCEA; Julie Lam (Zoom), County of Orange

PUBLIC COMMENT

None.

CONSENT AGENDA

C-1 PERSONNEL COMMITTEE MEETING MINUTES

Personnel Committee Meeting Minutes

July 8, 2024

Recommendation: Approve minutes.

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

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The motion passed **unanimously**.

ACTION ITEMS

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

A-2 PROPOSED 2025 STAFFING PLAN PREVIEW

Presentation by Steve Delaney, CEO, and Cynthia Hockless, Director of Human Resources, OCERS

Recommendation: Approve and recommend the Board of Retirement include the following personnel costs in the 2025 OCERS Budget to be presented at the October 21, 2024, Board meeting:

1. Approve the addition of 4 new positions to the 2025 budgeted headcount
 - A. Add one IT Intern to the Information Technology Department – Extra Help

After discussion, a **Motion** by Mr. Oates, **seconded** by Mr. Hilton, to approve and recommend the Board of Retirement add an IT Intern position to the Information Technology Department.

The motion passed **unanimously**.

- B. Add two Investment Analyst positions to the Investment Division

A **Motion** by Mr. Packard, **seconded** by Mr. Oates, to approve and recommend the Board of Retirement add two Investment Analyst positions to the Investment Division.

The motion passed **unanimously**.

- C. Add one Project Analyst position to the Enterprise Project Management Office

Chair Hilton requested that the discussion regarding adding a position to the Enterprise Project Management Office be postponed until after receiving more information on the CEM Benchmarking and other efficiencies.

The Committee recessed for break at 10:45 a.m.

The Committee reconvened from break at 11:03 a.m.

The Recording Secretary did not administer the Roll Call attendance, but noted the attendance of Mr. Packard, Mr. Oates, and Chair Hilton.

A-3 OCERS CLASSIFICATION AND COMPENSATION STUDY

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

Recommendation: Receive and file.

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Chair Hilton left the meeting at 11:37 a.m.

Chair Hilton returned to the meeting at 11:42 a.m.

After a presentation from Ms. Williams-Dalgart from Gallagher, a **Motion** by Mr. Oates, **seconded** by Mr. Packard, to receive and file. The Committee will continue to work with staff to provide future direction on this process.

The motion passed **unanimously**.

The Committee recessed for break at 11:56 a.m.

The Committee reconvened from break at 11:58 a.m.

The Recording Secretary did not administer the Roll Call attendance, but noted the attendance of Mr. Packard, Mr. Oates, and Chair Hilton.

INFORMATION ITEMS

I-1 UPDATE ON OUTREACH REGARDING EMPLOYER DATA

Presentation by Silviu Ardeleanu, Director of Member Services & Employer Relations Section, and Suzanne Jenike, Assistant CEO of External Operations, OCERS

Mr. Ardeleanu provided an update regarding the employer data outreach progress.

I-2 CONSIDERING THE VALUE OF A CHIEF TECHNOLOGY OFFICER

Presentation by Steve Delaney, CEO, OCERS

Mr. Delaney discussed the value, purpose, and need for the role of a Chief Technology Officer.

CEO/COMMITTEE MEMBER/COUNSEL/STAFF COMMENTS

None.

Chair Hilton **ADJOURNED** the meeting at 12:21 P.M.

Submitted by:

Submitted by:

Approved by:

DocuSigned by:
Cynthia Hockless
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Cynthia Hockless
Liaison

DocuSigned by:
Steve Delaney
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Steve Delaney
Secretary to the Board

Signed by:
Roger Hilton
555A903001904F8...
Roger Hilton
Chair