

ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM

Executive Compensation Paid in Calendar Year 2017

Executive Name	Title	2017 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	\$261,138	\$20,739	-	\$87,553	\$9,439	\$20,891	\$1,074	\$10,445	\$14,154	\$143,557	\$425,434
Murphy, Molly	Chief Investment Officer (6 months)	155,002	-	-	45,257	3,800	10,850	610	6,200	10,389	77,106	232,108
Miller, Girard	Chief Investment Officer (0.5 months)	11,350	6,295	-	3,763	537	795	46	454	4,782	10,377	28,021
Shott, Brenda	Asst. CEO, Finance & Internal Operations	229,509	9,393	-	76,949	18,369	16,066	964	9,180	12,880	134,407	373,309
Jenike, Suzanne	Asst. CEO, External Operations	200,989	11,583	-	67,214	12,615	14,033	862	8,019	11,890	114,633	327,205
Ratto, Gina	Chief Legal Officer	236,635	-	-	79,343	9,453	16,564	989	9,466	12,961	128,776	365,411

Management Compensation Paid in Calendar Year 2017

Title	2017 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	\$154,817	-	-	\$51,906	\$8,980	-	\$670	\$6,193	\$8,988	\$76,737	\$231,554
Attorney	156,261	601	-	52,390	13,058	-	675	6,250	9,156	81,530	238,392
Communications Manager	100,670	4,349	-	33,671	13,906	-	480	4,017	7,175	59,249	164,269
Contract/Risk/Performance Administrator	96,608	-	-	28,611	8,352	-	467	3,864	6,967	48,261	144,869
Deputy Legal Counsel (8.5 months)	128,769	-	-	37,903	4,433	-	530	5,151	7,599	55,615	184,385
Deputy Legal Counsel (1 month)	13,530	\$46,888	-	4,485	92	-	57	541	4,427	9,603	70,021
Director of Administrative Services	141,335	7,864	-	47,204	13,948	-	621	5,632	8,653	76,058	225,256
Director of Finance	152,437	-	-	51,108	18,369	-	662	6,098	8,976	85,212	237,650
Director of Information Technology	141,387	5,786	-	47,404	7,176	-	623	5,655	8,592	69,450	216,623
Director of Internal Audit	141,528	-	-	47,450	18,950	-	624	5,661	8,604	81,288	222,816
Director of Investment Operations	209,232	17,101	-	70,149	18,369	16,739	893	8,369	12,274	126,793	353,126
Director of Member Services	139,164	986	2,500	46,632	8,981	-	606	5,562	8,454	70,235	212,885
Finance Manager	106,888	6,355	-	35,699	8,944	-	501	4,259	7,428	56,832	170,075
Finance Manager	104,299	887	-	34,701	8,944	-	491	4,140	7,251	55,527	160,713
Finance Manager	87,072	-	-	29,362	5,064	-	417	3,512	6,979	45,334	132,407
Information Technology Manager	108,562	4,703	-	32,159	13,905	-	508	4,343	7,402	58,317	171,581
Internal Auditor	116,153	-	-	39,220	5,728	-	535	4,679	7,646	57,809	173,962
Investment Officer	120,334	-	-	40,345	8,944	-	550	4,813	7,804	62,456	182,790
Investment Officer (7 months)	73,010	9,818	-	21,830	4,681	-	340	2,920	4,746	34,517	117,345
Investment Analyst	75,106	-	-	22,249	8,944	-	391	3,004	6,198	40,787	115,892
Member Services Manager	89,417	11,026	-	29,529	13,957	-	437	3,523	6,900	54,345	154,788
Retirement Analyst	111,105	6,556	-	37,110	11,162	-	516	4,427	7,784	60,999	178,661

*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 13.22% and 20.08% of salaries, respectively, from January - June 2017, and 13.19% and 20.79% of salaries, respectively, from July-December 2017.

The Normal cost and UAAL portion (Plan U-PEPRA) were 8.33% and 20.08% of salaries, respectively, from January - June 2017, and 8.35% and 20.79% of salaries, respectively, from July-December 2017.

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