

**ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM  
BOARD OF RETIREMENT  
2223 E. WELLINGTON AVENUE, SUITE 100  
SANTA ANA, CA 92701**

**PERSONNEL COMMITTEE MEETING  
Thursday, March 5, 2026  
9:30 A.M.**

**MEETING LOCATIONS  
2223 E. WELLINGTON AVENUE, SUITE 100  
SANTA ANA, CALIFORNIA**

**88 Byram Shore Road  
Greenwich, CT 06830**

**Members of the Committee**

Roger Hilton, Chair  
Shawn Dewane, Vice Chair  
Charles Packard  
Iriss Barriga

**Members of the public who wish to observe and/or participate in the meeting may do so (1) from the OCERS Boardroom or (2) via the Zoom app or telephone (information below) from any location.**

<b>OCERS Zoom Meeting Video/Teleconference Information</b>	
<p><b>Join Using Zoom App (Video &amp; Audio)</b></p> <p><a href="https://ocers.zoom.us/j/88500733410">https://ocers.zoom.us/j/88500733410</a></p> <p><b>Meeting ID: 885 0073 3410</b> <b>Passcode: 640504</b></p> <p>Go to <a href="https://www.zoom.us/download">https://www.zoom.us/download</a> to download Zoom app before meeting. Go to <a href="https://zoom.us">https://zoom.us</a> to connect online using any browser.</p>	<p><b>Join by Telephone (Audio Only)</b></p> <p>Dial by your location</p> <ul style="list-style-type: none"> <li>• +1 669 900 6833 US (San Jose)</li> <li>• +1 346 248 7799 US (Houston)</li> <li>• +1 253 215 8782 US (Tacoma)</li> <li>• +1 929 436 2866 US (New York)</li> <li>• +1 301 715 8592 US (Washington DC)</li> <li>• +1 312 626 6799 US (Chicago)</li> </ul> <p><b>Meeting ID: 885 0073 3410</b> <b>Passcode: 640504</b></p>
<p>A <a href="#">Zoom Meeting Participant Guide</a> is available on OCERS website <a href="#">Board &amp; Committee Meetings Page</a>.</p>	

**AGENDA**

This agenda contains a brief general description of each item to be considered. The Committee may take action on any item listed on this Agenda; however, except as otherwise provided by law, no action shall be taken on any item not appearing on the Agenda. The Committee may consider matters included on the agenda in any order, and not necessarily in the order listed.

**OPEN SESSION**

- 1. CALL MEETING TO ORDER AND ROLL CALL**

Orange County Employees Retirement System  
March 5, 2026  
Personnel Committee Meeting – Agenda

Page 2

**2. BOARD MEMBER STATEMENT REGARDING PARTICIPATION VIA ZOOM (IF NECESSARY)  
(Government Code Section 54953(f))**

**3. PUBLIC COMMENTS**

**Members of the public who wish to provide comment during the meeting may do so by “raising your hand” in the Zoom app, or if joining by telephone, by pressing \* 9 on your telephone keypad. Members of the public who participate in the meeting from the OCERS Boardroom and who wish to provide comment during the meeting may do so from the podium located in the OCERS Boardroom.** When addressing the Committee, please state your name for the record prior to providing your comments. Speakers will be limited to three (3) minutes.

At this time, members of the public may comment on (1) matters not included on the agenda, provided that the matter is within the subject matter jurisdiction of the Committee; and (2) any matter appearing on the Consent Agenda.

In addition, public comment on matters listed on this agenda will be taken at the time the item is addressed.

**CONSENT AGENDA**

All matters on the Consent Agenda are to be approved by one action unless a Committee Member requests separate action on a specific item.

**C-1 PERSONNEL COMMITTEE MEETING MINUTES**

Personnel Committee Meeting Minutes

February 17, 2026

**Recommendation:** Approve minutes.

**ACTION ITEMS**

**NOTE:** Public comment on matters listed in this agenda will be taken at the time the item is addressed, prior to the Committee’s discussion of the item. **Members of the public who wish to provide comment in connection with any matter listed in this agenda may do so by “raising your hand” in the Zoom app, or if joining by telephone, by pressing \* 9, at the time the item is called. Persons attending the meeting in person and wishing to provide comment on a matter listed on the agenda should fill out a speaker card located at the back of the Boardroom and deposit it in the Recording Secretary’s box located near the back counter.**

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

**A-2 2026 CAREER LADDER – DEPUTY CHIEF EXECUTIVE OFFICER**

*Presentation by Steve Delaney, Chief Executive Officer, OCERS*

**Recommendation:** Approve the creation of a career ladder for a Deputy Chief Executive Officer.

**COMMITTEE MEMBER COMMENTS**

**CHIEF EXECUTIVE OFFICER/STAFF COMMENTS**

Orange County Employees Retirement System  
March 5, 2026  
Personnel Committee Meeting – Agenda

Page 3

**COUNSEL COMMENTS**

**ADJOURNMENT**

**NOTICE OF NEXT MEETINGS**

**REGULAR BOARD MEETING**

**March 16, 2026  
9:30 A.M.**

**ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM  
2223 E. WELLINGTON AVENUE, SUITE 100  
SANTA ANA, CA 92701**

**GOVERNANCE COMMITTEE MEETING**

**March 19, 2026  
9:30 A.M.**

**ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM  
2223 E. WELLINGTON AVENUE, SUITE 100  
SANTA ANA, CA 92701**

**AUDIT COMMITTEE MEETING**

**March 26, 2026  
9:30 A.M.**

**ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM  
2223 E. WELLINGTON AVENUE, SUITE 100  
SANTA ANA, CA 92701**

*AVAILABILITY OF AGENDA MATERIALS - Documents and other materials that are non-exempt public records distributed to all or a majority of the members of the OCERS Board or Committee of the Board in connection with a matter subject to discussion or consideration at an open meeting of the Board or Committee of the Board are available at the OCERS' website: <https://www.ocers.org/board-committee-meetings>. If such materials are distributed to members of the Board or Committee of the Board less than 72 hours prior to the meeting, they will be made available on the OCERS' website at the same time as they are distributed to the Board or Committee members. Non-exempt materials distributed during an open meeting of the Board or Committee of the Board will be made available on the OCERS' website as soon as practicable and will be available promptly upon request.*

It is OCERS' intention to comply with the Americans with Disabilities Act ("ADA") in all respects. If, as an attendee or participant at this meeting, you will need any special assistance beyond that normally provided, OCERS will attempt to accommodate your needs in a reasonable manner. Please contact OCERS via email at [adminsupport@ocers.org](mailto:adminsupport@ocers.org) or call 714-558-6200 as soon as possible prior to the meeting to tell us about your needs and to determine if accommodation is feasible. We would

Orange County Employees Retirement System  
March 5, 2026  
Personnel Committee Meeting – Agenda

Page 4

appreciate at least 48 hours' notice, if possible. Please also advise us if you plan to attend meetings on a regular basis.

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

**PERSONNEL COMMITTEE MEETING  
Tuesday, February 17, 2026  
9:30 A.M.**

**MINUTES**

**OPEN SESSION**

Chair Hilton called the meeting to order at 9:33 A.M.

Recording Secretary administered the Roll Call attendance.

Attendance was as follows:

Present: Roger Hilton, Chair; Shawn Dewane, Vice Chair; Iriss Barriga, Board Member; Charles Packard, Board Member

Also Present: Steve Delaney, CEO; Brenda Shott, Assistant CEO of Finance and Internal Operations; David Kim, Assistant CEO of External Operations; Manuel Serpa, General Counsel; Darren Dang, Chief Technology Officer; Cynthia Hockless, Director of Human Resources; Mark Adviento, Director of Member Services; Melissa Wozniuk, HR Analyst; John T. Nguyten, HR Analyst; Anthony Beltran, Audio Visual Technician; Amanda Evenson, Recording Secretary; Nicole Cove (Zoom), County of Orange; Julie Lam (Zoom), County of Orange

**CONSENT AGENDA**

**C-1 PERSONNEL COMMITTEE MEETING MINUTES**

Personnel Committee Meeting Minutes

December 3, 2025

**Recommendation:** Approve minutes.

A **motion** was made by Mr. Packard, **seconded** by Mr. Hilton, to approve staff's recommendation to approve the minutes.

The motion passed **unanimously**.

**ACTION ITEMS**

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

No items were trailed from the Consent Agenda.

Orange County Employees Retirement System  
February 17, 2026  
Personnel Committee Meeting - Minutes

**A-2 TRIENNIAL REVIEW OF THE PERSONNEL COMMITTEE CHARTER**

*Presentation by Cynthia Hockless, Director of Human Resources, OCERS*

**Recommendation:** Approve and recommend that the Board approve the revisions to the Personnel Committee Charter.

A **motion** was made by Mr. Packard, **seconded** by Ms. Barriga, to approve and recommend that the Board approve the revisions to the Personnel Committee Charter.

The motion passed **unanimously**.

**INFORMATION ITEMS**

**I-1 UPDATE ON THE CURRENT STAFFING PLAN**

*Presentation by Cynthia Hockless, Director of Human Resources, OCERS*

Ms. Hockless presented the 2025 and 2026 recruitment and workforce summaries with a breakdown of the budgeted positions and the total employees on payroll. Mr. Packard recommended incorporating a metric for the average length of employment to demonstrate the strength of the agency's culture and compensation. He further advised conducting a thorough comparison of the advantages associated with the County's PEPRA retirement benefit versus that of Social Security.

**I-2 UPDATE ON THE COUNTY'S CLASSIFICATION MAINTENANCE STUDY**

*Presentation by Cynthia Hockless, Director of Human Resources, OCERS, and Nicole Cove, Classification and Compensation Manager, County of Orange*

Ms. Cove, Classification and Compensation Manager for the County of Orange, presented an overview of the County's classification maintenance study, noting that they are currently at the market study phase of the process. Mr. Hilton proposed that all classifications be effective on the same schedule to ensure equity and consistency across County employees. Ms. Hockless and Ms. Cove stated that the County has certain rules and processes that apply to adjustments such as these, but they would work together to see if that could be an option without causing undue delay in adjustments for those in the first phase.

**I-3 UPDATE ON OUTREACH REGARDING EMPLOYER DATA**

*Presentation by Mark Adviento, Director of Member Services, and David Kim, Assistant CEO of External Operations, OCERS*

Mr. Packard asked for clarification on the timeline for the employer data outreach initiative. Mr. Kim provided an overview of the outreach, highlighting the creation of the Employer Handbook to ensure accurate transmittal of data and the ongoing revisions to the Employer Data Policy. Progress has been made with Employers to begin transmitting Holiday payroll information. Additionally, the OCERS team has modified internal processes to simplify the processing of paid time off data for the final average salary calculations. Mr. Serpa added that the Employer Data Policy will be brought to the Governance Committee for review, with the policy providing specific structures and outlining overall authority. Mr. Dang commented on the complexity of the implementation with various employers and their ability to provide all the necessary data.

Orange County Employees Retirement System  
February 17, 2026  
Personnel Committee Meeting - Minutes

**I-4 PERSONNEL COMMITTEE WORK PLAN AND MEETING SCHEDULE FOR 2026**

*Presentation by Cynthia Hockless, Director of Human Resources, OCERS*

*The Board recessed for break at 10:25 A.M.*

*The Board reconvened from break at 10:35 A.M.*

*The Committee adjourned to Closed Session at 10:35 A.M.*

**CLOSED SESSION**

**E-1 PUBLIC EMPLOYEE PERFORMANCE/EVALUATION (Government Code Section § 54957(b))**

Title: Assistant Chief Executive Officer, External Operations

**Recommendation:** Take appropriate action.

*The Committee returned from Closed Session at 11:15 A.M.*

**REPORT OF ACTIONS TAKEN IN CLOSED SESSION** – Chair Hilton noted there was no reportable action for item E-1.

**COMMITTEE MEMBER/CHIEF EXECUTIVE OFFICER/COUNSEL/STAFF COMMENTS**

Ms. Barriga thanked everyone for her first Personnel Committee meeting.

**ADJOURNMENT**

Chair Hilton **ADJOURNED** the meeting at 11:16 A.M.

Submitted by:

Submitted by:

Approved by:

\_\_\_\_\_  
Cynthia Hockless  
Liaison

\_\_\_\_\_  
Steve Delaney  
Secretary to the Board

\_\_\_\_\_  
Roger Hilton  
Chair



## Memorandum

**DATE:** March 5, 2026  
**TO:** Members of the Personnel Committee  
**FROM:** Steve Delaney, Chief Executive Officer  
**SUBJECT:** 2026 CAREER LADDER – DEPUTY CHIEF EXECUTIVE OFFICER

### Recommendation

Approve the creation of a career ladder for a Deputy Chief Executive Officer.

### Background

I have recently begun speaking to the Board about the need to prepare our succession plans for possible challenges in 2029. As I have noted in my comments, we will face the possible departure of five of the Board’s 10 positions, as well as my own likely departure sometime in that 2029 calendar year.

Looking at the pension world as a whole, I had noticed a trend that was developing – creating a clear path of Deputy Director into the Executive Director (CEO for OCERS) role, without going through the expensive and cumbersome process of a national search for talent. The Board could absolutely choose to do a national search, but following OCERS internal development motto of training our OCERS team members to “be the one to beat” when a search is undertaken, I was beginning to contemplate the value of creating a Deputy Director position at OCERS, allowing the Board to see an internal team member in action long before the need for a decision had to be made.

The concept first came to me as I learned of that approach having played out this past year at Texas Municipal Retirement System (TMRS). Attached is a highlight from the TMRS website regarding the background of their recently hired Executive Director Ms. Debbie Munoz. You will note that she took on the role of Deputy Director in March 2024, and then without a national search, she was advanced to the Executive Director position in July 2025.

While contemplating how I might move from our current dual Assistant CEO organizational model to a Deputy Director model, we learned of course of Mr. David Kim’s planned departure from the Assistant CEO of External Operations position to take up the position of Executive Director at San Diego County Employees Retirement Association. That seemed to me to be a perfect time to modify our existing organizational approach to one with Deputy Director.

Then just last month we learned that the same approach came into play at our sister system just down the street, the Los Angeles County Employees Retirement Association (LACERA). With the resignation of LACERA Executive Director Mr. Santos Kreiman, the LACERA Board advanced Deputy Director, Mr. Luis Lugo, directly into the Executive Director position. They were able to do so without undertaking a national search, as they had several years to see Mr. Lugo in action, and determined there really wasn’t anything to be gained by going with an unknown.

I believe that approach would prove valuable to the OCERS Board as well. The creation of a Deputy Director position would allow the Board to see a prospective CEO candidate in action, without committing the Board to any specific hiring process when the day comes that I join the ranks of our many thousands of satisfied retired members in benefit security.



## Memorandum

---

### Career Ladder

Talent Management is part of the OCERS Strategic Plan with a goal to recruit, retain and inspire a high performing workforce. A strategy that was implemented several years ago was to create career ladder positions that can be utilized as a tool for retention of high performing staff. A career ladder position is created with the approval of an additional classification without an increase in total headcount. The career ladder is used when an employee in the base position has demonstrated consistent performance that exceeds expectations, increased job knowledge and skills, and the ability to progress into the next level of job duties and responsibilities.

Following the separation of Mr. Kim as Assistant CEO, External Operations, I evaluated our leadership structure with the concept discussed earlier in mind and identified an opportunity to strengthen long-term leadership continuity by creating a career ladder for both Assistant CEO positions. We would NOT exceed two individuals in head count, so if one Assistant CEO is advanced via a career ladder to a Deputy CEO position, the vacated position would go unfilled and unbudgeted. The remaining Assistant CEO position would then report through the Deputy position to the CEO.

My goal in this reorganization is to give one of the Assistant CEO positions the opportunity to expand their oversight experience and demonstrate the ability to lead this growing organization. With Ms. Brenda Shott's, Assistant CEO of Internal Operations, lengthy OCERS' tenure, it would be my intent to move her to this career ladder opportunity, building upon that experience, and giving her time to oversee even more of the agency than she has ably done already.

The Deputy CEO will serve as a strategic partner to the CEO and act as second-in-command, providing executive oversight of OCERS' internal operations, including Communications, Finance, Human Resources, Operations Support Services, and the Enterprise Project Management Office (EPMO). More importantly, placing Ms. Shott into this position would provide her for the first time with executive oversight of the Member Services Division, the largest division within the agency. I should note here that because it is the largest division, representing nearly half the agency team members, I would still recommend we fill the Assistant CEO of External Operations position being vacated by Mr. Kim, to provide her with the same sort of executive support I presently receive. The Deputy CEO will also provide executive direction to the Assistant CEO of External Operations.

This position is responsible for advancing OCERS' strategic objectives, ensuring operational excellence, and driving continuous improvement across all departments. The Deputy CEO will serve as an intermediary for the CEO in highly sensitive and critical matters, represent OCERS with internal and external stakeholders, and act as Chief Executive Officer in the CEO's absence.

Establishing this career ladder will allow the incumbent the time and opportunity to gain the depth of experience and leadership perspective necessary to maintain a competitive advantage and to be well-positioned for potential future succession into the CEO role.

### Budget Impact

To ensure the proposed Deputy Director position is competitively and appropriately compensated, staff reviewed compensation data from six peer retirement systems. The survey results indicate that Deputy CEO/COO salary ranges are generally aligned with — and in several cases identical to — General Counsel ranges. Based on this



## Memorandum

benchmarking analysis, staff recommends establishing the Deputy CEO salary range consistent with our existing General Counsel range, as reflected in the attached summary.

If the committee concurs with that approach toward salary, recognizing the increased workload and responsibility being placed on incumbent, the Assistant CEO of Internal Operations which is currently classified as an OCERS-direct position with an annual salary range of \$209,444 - \$324,638 could move to an OCERS-direct position with an adjusted annual salary range of \$242,038 - \$375,159. This reflects an increase of **\$32,594** to **\$50,521** over the current range, excluding benefits.

Assuming a 10% salary increase upon promotion of the current Assistant CEO of Internal Operations, the estimated annual increase in salary and benefits is approximately **\$51,000**. With an anticipated promotion date in Q2 2026, the estimated budget impact (9 months) for calendar year 2026 budget would be approximately **\$38,000** as detailed below:

Current Position	Career Ladder Position	Department	Position Type	Current Salary and Benefits	Proposed Salary and Benefits	Total Annual Budget Impact	2026 Budget Impact
Assistant CEO, Internal Operations	Deputy CEO	Executive	OCERS-Direct	\$545,601	\$596,856	\$51,254	\$38,441

This position will report directly to the Chief Executive Officer. See the attached proposed organizational chart.

### Conclusion

Creating a career ladder from Assistant CEO, Internal Operations to Deputy CEO enables OCERS to strengthen succession planning at the executive level, enhance leadership development, and ensure continuity of operations. This initiative supports OCERS’ long-term strategic goals and positions the organization for continued success.

The estimated annual cost for this career ladder is approximately **\$51,000**; the estimated budget impact for 2026, due to the timing of this promotion, is approximately **\$38,000**.

### Submitted by:



**SD - Approved**

Steve Delaney  
Chief Executive Officer

Next benefit payment date: **Mar 31**



MyTMRS →

City Portal →

# Debbie Muñoz

**EXECUTIVE DIRECTOR**



Debbie Muñoz became TMRS’ Executive Director in July 2025 following a unanimous vote by the TMRS Board of Trustees. During her 27-year career at TMRS she has worked tirelessly to strengthen the financial security of municipal employees throughout Texas.

Debbie joined TMRS in 1998 as a Membership Development Representative. Since then, Debbie has led teams through modernization and online Member and city

2/27/26, 2:07 PM

TMRS | Debbie Muñoz

service functionality projects, including developing MyTMRS, the City Portal, and the pension administration system. Her responsibilities steadily increased to include managing the Support Services, Member and City Services, and Benefit Administration groups. In October 2022, she was promoted to Chief Service Officer, and in March 2024 to Deputy Executive Director. As Deputy, she was responsible for the Finance, Human Resources, Quality Initiatives, Project Management, and the Services groups.

In 2023, she graduated from the prestigious Texas LBJ School's Governor's Executive Development Program XLI. Debbie served as a City Council Member in the City of Kyle, Texas when the city began experiencing rapid growth. She played a pivotal part in TMRS embarking on a journey to excellence and subsequently earning four awards from the Quality Texas Foundation. Debbie's visionary outlook includes the System securing the coveted Malcom Baldrige National Quality Award—which the organization is well-suited to achieve.

Debbie received her BA in Government from the University of Texas. She is a native Texan, born and raised in San Antonio.

## Texas Municipal Retirement System

**Phone** 800-924-8677

---

**Contact Us**

**About TMRS**

**Careers**

---

**MyTMRS**

**City Portal**

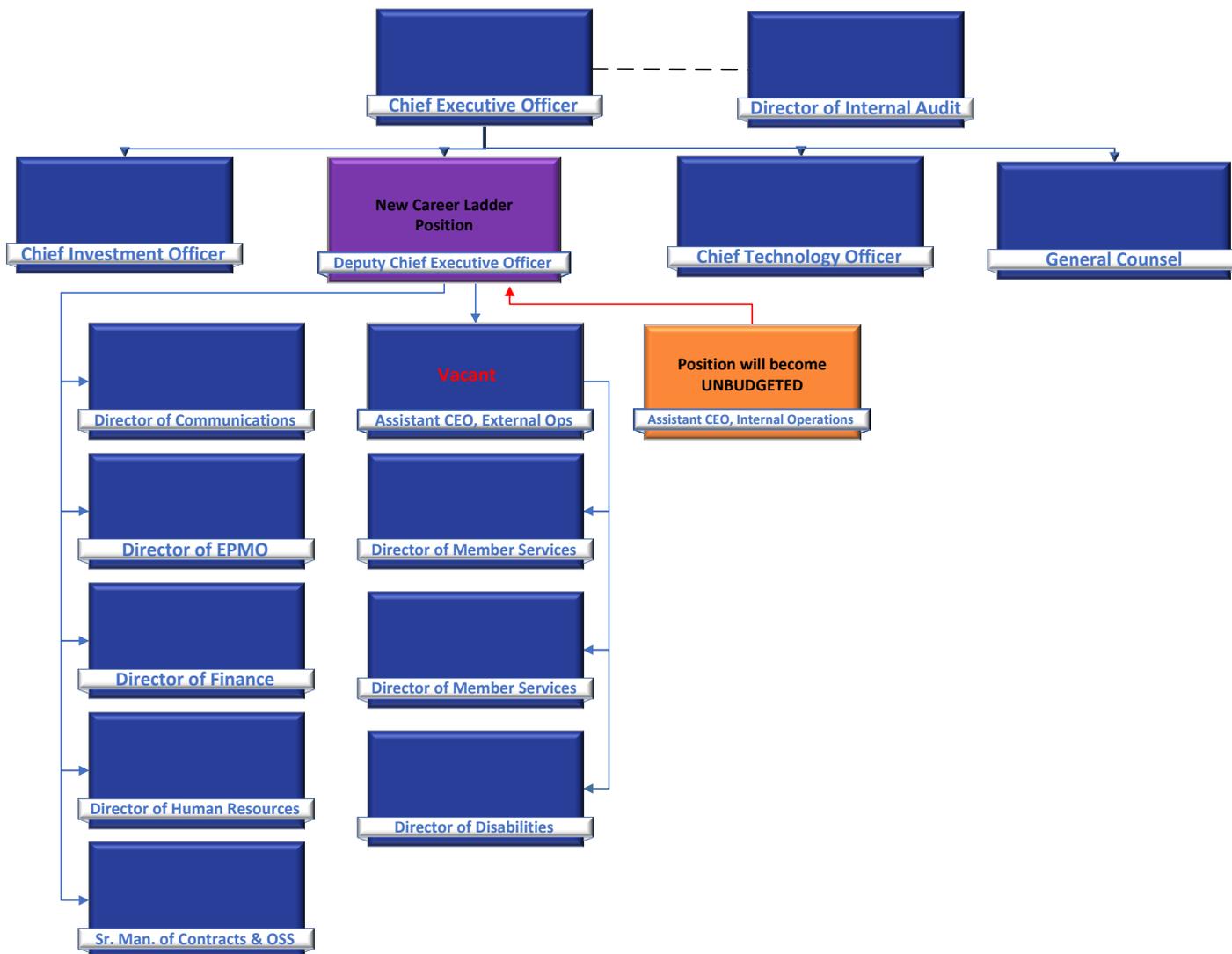
© Copyright 2026 TMRS

[Privacy Policy](#) [Terms of Use](#)



## Proposed 2026 Senior Executive Organization Chart

- OCERS Direct Employees
- Career Ladder
- Unbudgeted



## Deputy CEO / General Counsel Salary Benchmarking

### Peer System Comparison

*Note: Operational executive roles are titled differently across systems; Deputy CEO and COO titles shown represent comparable scope and responsibility.*

Retirement System	Title Used	Deputy CEO Min	Deputy CEO Max	General Counsel Min	General Counsel Max	Deputy CEO Midpoint	GC Midpoint
Los Angeles County ERA	<i>Deputy CEO</i>	\$222,181	\$336,288	\$238,845	\$361,510	\$279,235	\$300,178
San Diego City ERS	<i>Deputy CEO</i>	\$127,548	\$509,244	\$127,548	\$509,244	\$318,396	\$318,396
San Diego County ERA	<i>Chief Operating Officer</i>	\$158,038	\$252,824	\$176,696	\$267,072	\$205,431	\$221,884
Contra Costa County ERA	<i>Deputy CEO</i>	\$246,180	\$314,196	\$271,404	\$346,392	\$280,188	\$308,898
CalPERS	<i>Chief Operating Officer</i>	\$251,250	\$418,750	\$251,250	\$418,750	\$335,000	\$335,000
Kern County ERA	<i>Chief Operations Officer</i>	\$180,169	\$215,318	\$211,774	\$250,071	\$197,744	\$230,923
<b>Peer Average</b>		<b>\$197,561</b>	<b>\$341,103</b>	<b>\$212,920</b>	<b>\$358,840</b>	<b>\$269,332</b>	<b>\$285,880</b>

**Recommendation: Proposed Deputy Director salary range to align with General Counsel range, consistent with peer benchmarking.**

#### SDCERS — Current Salary Reference

**CEO — \$453,128**

**General Counsel — \$378,227**

***Deputy CEO — \$378,227 † (Vacant)***

*† Last incumbent salary was \$378,227 (matching General Counsel), effective 1/1/2024.*

OCERS SENIOR EXECUTIVE SALARY INFORMATION													
Effective January 1, 2026 · Sorted: Highest to Lowest (Current Positions) · Proposed Deputy CEO shown separately													
Position	2026 Salary Range	2026 Salary	← Progress Within Salary Range →										
Chief Investment Officer	\$347,477 – \$538,589	\$538,590										100%	\$538,589
CEO	Set by Board	\$425,999										100%	
General Counsel	\$242,021 – \$375,159	\$333,389									69%		\$375,159
Assistant CEO, Internal Ops	\$209,445 – \$324,637	\$324,637										100%	\$324,637
Chief Technology Officer	\$209,445 – \$324,637	\$316,390										93%	\$324,637
Assistant CEO, External Ops	\$209,445 – \$324,637	\$300,569										79%	\$324,637
<b>★ PROPOSED NEW POSITION — Deputy CEO</b>													
<i>Reflects promotion of Assistant CEO, Internal Ops (\$324,637) with a +10% promotional increase → \$357,100. If approved, this position would sit between CEO and Assistant CEO in the hierarchy.</i>													
Deputy CEO ★	\$242,038 – \$375,159	\$357,100	+10% promo									86%	\$375,159
<i>Progress bar shows where the 2026 salary sits within the approved range (Min → Max). Percentage shown at end of bar.   CEO salary set by Board of Retirement.</i>													



## Deputy CEO — Proposed Salary

Personnel Committee | Recommended Classification

	GRADE 125 — CURRENT Asst CEO (Existing)	GRADE 127 — PROPOSED Deputy CEO (New Classification)	Increase
Base Salary	\$324,637	\$357,101	+\$32,464
Certification Pay	\$17,855	\$19,641	+\$1,786
Retirement Contributions	\$139,120	\$153,032	+\$13,912
Retiree Health	\$3,246	\$3,571	+\$325
HRA	\$1,639	\$1,639	—
Deferred Comp	\$12,985	\$14,284	+\$1,299
Deferred Comp WFB	\$9,739	\$10,713	+\$974
OPB Executive	\$4,500	\$4,500	—
Health / Vision / Dental	\$25,853	\$25,853	—
Medicare	\$4,966	\$5,463	+\$497
Other	\$1,060	\$1,060	—
<b>TOTAL COMPENSATION</b>	<b>\$545,602</b>	<b>\$596,857</b>	<b>+\$51,255</b>

Annual Direct Compensation

**\$376,742**

+\$34,250 vs. Current Salary  
Base salary + certification pay

Direct Comp FY 2026 (9 months)

**\$282,557**

$\$376,742 \times 0.75$   
Grade 127 annual direct comp, prorated

Direct Comp Increase (9 months)

**+\$25,688**

vs. current salary direct comp  
 $\$282,557 - \$256,869 = +\$25,688$

FY 2026 Budget Impact (9 months)

**+\$38,441**

Total comp, prorated  
Remainder of fiscal year

■ Direct Compensation    ■ Total Comp