

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

**PERSONNEL COMMITTEE MEETING  
Thursday, July 14, 2022  
1:00 PM**

**Members of the Committee**

Chris Prevatt, Chair  
Charles Packard, Vice Chair  
Richard Oates  
Shawn Dewane

**MINUTES**

Chair Prevatt called the meeting to order at 1:02 p.m.

Recording Secretary administered the Roll Call attendance.

Attendance was as follows:

Present via Zoom video teleconference pursuant to Executive Order N-29-20 issued by Governor Newsom on March 17, 2020:

Present: Chris Prevatt, Chair; Richard Oates; Shawn Dewane

Absent: Charles Packard, Vice Chair

Also

Present: Steve Delaney, Chief Executive Officer; Brenda Shott, Assistant CEO, Internal Operations; Suzanne Jenike, Assistant CEO, External Operations; Gina Ratto, General Counsel; Molly Murphy, Chief Investment Officer; Cynthia Hockless, Director of Human Resources; David Kim, Director of Internal Audit; Jeff Lamberson; Member Services Director; Anthony Beltran, Visual Technician; and Brittany Cleberg, Investment Staff Specialist; Carolyn Nih, Recording Secretary

Guests via

Zoom: Susie Baker, SPHR, County of Orange  
Allan Emkin, Meketa

**PUBLIC COMMENTS**

**None**

**CONSENT AGENDA**

**MOTION** by Dewane, **seconded** by Oates, to approve staff's recommendation on all of the following items on the Consent Agenda:

**C-1 COMMITTEE MEETING:**

Personnel Committee Meeting

April 5, 2022

**Recommendation:** Approve minutes.

The motion passed **unanimously**, pursuant to a Roll Call vote, as follows:

<b><u>AYES</u></b>	<b><u>NAYS</u></b>	<b><u>ABSTAIN</u></b>	<b><u>ABSENT</u></b>
Mr. Dewane			
Mr. Oates			
Chair Prevatt			

**ACTION ITEMS**

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

No items were trailed from the Consent Agenda.

**A-2 MID-YEAR STAFFING ADJUSTMENTS**

Presentation by Steve Delaney, CEO, OCERS

After discussion by the Committee and direction to change the staff recommendation from two (2) limited term Internal Auditor positions to two (2) permanent Internal Auditor positions to ensure higher quality applicants, **MOTION** by Oates, **seconded** by Dewane, to approve and recommend the Board of Retirement approve the following items at the July 18, 2022, Board meeting:

1. Drop a Retirement Benefits Program Supervisor position (currently vacant) and add an additional Member Services Director position
2. Add a new Legal Analyst classification
3. Add an additional Investment Analyst position
4. Add two (2) permanent Internal Auditor positions

The motion passed **unanimously**, pursuant to a Roll Call vote, as follows:

<b><u>AYES</u></b>	<b><u>NAYS</u></b>	<b><u>ABSTAIN</u></b>	<b><u>ABSENT</u></b>
Mr. Dewane			
Mr. Oates			
Chair Prevatt			

**INFORMATION ITEMS**

The following informational items were presented to the Committee:

**I-1 OCERS COUNTY EMPLOYEES TO OCERS DIRECT STATUS UPDATE**

Orange County Employees Retirement System  
July 14, 2022  
Personnel Committee Meeting - Minutes

Presentation by Cynthia Hockless, Director of Human Resources, OCERS

**I-2 INVESTMENT TEAM INCENTIVE PAY PROGRAM**

Presentation by Steve Delaney, CEO, OCERS

The Committee provided staff direction to proceed with developing the Investment Team Incentive Pay Program for the full team with a 50% payout after Year 1 with 50% paid after Year 2 (prior to March 15 for IRS purposes). The Committee directed that the incentive program to begin 12/31/2022 with a three-year lookback.

The basic eligibility requires the team member achieve “meets expectations” to participate. The team member must be employed for the entire incentive period and must be employed at time of payment or forfeiture. The incentive program will cover the full investment team which includes analysts, officers, directors, and CIO. Maximum percentage of base salary will be tiered by position with a target percentage determination. The program design is 80% quantitative and 20% qualitative. The benchmark is OCERS’ total fund plan benchmark.

**I-3 OCERS INCENTIVE CERTIFICATION PROGRAM - UPDATE**

Presentation by Steve Delaney, CEO, OCERS and Brenda Shott, Assistant to CEO of Internal Operations, OCERS

**WRITTEN REPORTS**

The following are written reports that will not be discussed unless a member of the Board requests discussion.

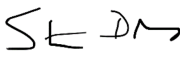
**None**

**COMMITTEE MEMBER/CEO/COUNSEL/STAFF COMMENTS**


None

The meeting **ADJOURNED** at 2:38 p.m.

Submitted by:

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Steve Delaney  
Secretary to the Committee

Approved by:

DocuSigned by:  
  
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Chris Prevatt  
Chair