

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

**PERSONNEL COMMITTEE MEETING  
Wednesday, July 19, 2023  
9:00 A.M.**

**MINUTES**

**OPEN SESSION**

Chair Packard called the meeting to order at 9:03 a.m.

Recording Secretary administered the Roll Call attendance.

Attendance was as follows:

Present: Charles Packard, Chair; Roger Hilton, Board Member; Chris Prevatt, Board Member

Also Present: Steve Delaney, CEO; Gina Ratto, General Counsel; Brenda Shott, Assistant CEO, Internal Operations; Cynthia Hockless; Director of Human Resources; Marielle Horst, Recording Secretary; Peter Felix, Audio Visual Technician.

**PUBLIC COMMENT**

None.

**CONSENT AGENDA**

**C-1 COMMITTEE MEETING:**

**Approval of Meeting and Minutes**

Personnel Committee Meeting Minutes

June 19, 2023

**MOTION** by Mr. Dewane, **seconded** by Mr. Hilton, to approve the Minutes.

The motion passed **unanimously**.

**ACTION ITEMS**

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

**A-2 CEO PERFORMANCE EVALUATION POLICY**

*Presentation by Steve Delaney, Chief Executive Officer*

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**Recommendation:**

1. CRITERIA: That the Personnel Committee approve and recommend that the Board adopt revisions to the CEO Performance Evaluation Policy to include criteria principally related to the successful administration of the Board's Strategic Plan goals. [See attached redlined Policy for all changes EXCEPT for Section 14]

**Motion** by Mr. Prevatt, **seconded** by Mr. Dewane to recommend the Board approve the following criteria for evaluating the CEO's performance, effective for the current performance review period:

1. Fund Sustainability
2. Excellent Service and Support
3. Risk Management
4. Talent Management
5. Effective Governance
6. Communications
7. Other criteria that the Board determines is appropriate.

The motion passed **unanimously**.

**Motion to Reconsider** by Mr. Prevatt, **seconded** by Mr. Dewane to amend the previous motion.

The Motion to Reconsider passed **unanimously**.

**Motion** by Mr. Prevatt, **seconded** by Mr. Dewane to recommend the Board:

1. Approve the following criteria for evaluating the CEO's performance, effective for the current performance review period:
  - a. Fund Sustainability
  - b. Excellent Service and Support
  - c. Risk Management
  - d. Talent Management
  - e. Effective Governance
  - f. Communications
  - g. Other criteria that the Board determines is appropriate; and
2. Adopt the same rating metrics for evaluating the CEO's performance as the metrics that are used by OCERS in evaluating the performance of OCERS direct employees.

The motion passed **unanimously**.

**A-3 CEO PERFORMANCE REVIEW TIME PERIOD ADJUSTMENTS**

*Presentation by Steve Delaney, Chief Executive Officer*

**Recommendation:** Recommend that the OCERS Board approve the following:

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1. Change the period for the Chief Executive Officer's (CEO) performance review from an annual January through December time period, to one that coincides with the OCERS Board's annual September review of the Strategic Plan, by moving the performance review period to September through August;
2. Make the change effective with a truncated 2023 performance review period of January 2023 through August 2023; and
3. Do NOT change the related salary consideration, with that process remaining as part of the normal October/November budget consideration and approval.

**Motion** by Mr. Prevatt, **seconded** by Mr. Hilton, to recommend the Board approve the following:

1. Change the review period for the Chief Executive Officer's (CEO) performance from a January through December review period to a September through August review period;
2. Make the change to the review period for the CEO's performance effective with a truncated 2023 performance review period of January 2023 through August 2023;
3. Continue to consider the CEO's salary during the months of October and November; and
4. Approve revisions to the Chief Executive Officer Performance Evaluation Policy to effectuate the above.

The motion passed **unanimously**.

### **INFORMATION ITEMS**

#### **I-1 UPDATE ON OCERS COUNTY TO DIRECT EFFORTS**

*Presentation by Cynthia Hockless, Director of Human Resources*

Ms. Hockless gave a status update on the Classification and Compensation study, noting Phase II is in progress. Mr. Delaney commented staff is keeping OCEA informed throughout the project.

#### **COMMITTEE MEMBER COMMENTS**

Mr. Packard congratulated Ms. Ratto on her retirement.

#### **STAFF COMMENTS**

None.

#### **CHIEF EXECUTIVE OFFICER**

Mr. Delaney gave a special thanks to Ms. Ratto for her years of service.

#### **COUNSEL COMMENTS**

Ms. Ratto thanked the Committee and staff.

#### **ADJOURNMENT**

Chair Packard adjourned the meeting at 10:43 a.m.

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Submitted by:

DocuSigned by:  
*Cynthia Hockless*  
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Cynthia Hockless  
Committee Liaison

Submitted by:

DocuSigned by:  
*Steve Delaney*  
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Steve Delaney  
Secretary to the Board

Approved by:

DocuSigned by:  
*Charles Packard*  
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Charles Packard  
Chair