

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

**PERSONNEL COMMITTEE MEETING
Monday, July 8, 2024
1:30 P.M.**

MINUTES

OPEN SESSION

Chair Hilton called the meeting to order at 1:32 P.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; Manuel Serpa, General Counsel; Cynthia Hockless, Director of Human Resources; Jeff Lamberson, Director of Retirement Operations Section - Member Services; Silviu Ardeleanu (Zoom), Director of Member & Employer Relations Section - Member Services; Maggie Williams-Dalgart, Gallagher; Janna Dinkelspiel (Zoom), Gallagher; Anthony Beltran, Audio Visual Technician; Amanda Evenson, Recording Secretary

PUBLIC COMMENT

None.

INFORMATION ITEMS

I-1 OCERS CLASSIFICATION AND COMPENSATION STUDY - UPDATE

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

Ms. Williams-Dalgart from Gallagher presented an update on the OCERS Classification and Compensation Study regarding the study market survey methodology and findings.

Mr. Packard recommended including the geographic cost-of-labor rate adjustment in the salary recommendations.

Mr. Oates and Chair Hilton suggested identifying the labor market peers who directly employ their staff and the labor market peers that have county employees and those that have a bifurcated staffing model in the footnotes of the final written report.

Orange County Employees Retirement System
July 8, 2024
Personnel Committee Meeting

The Committee recommended including the total cost impact with benefit packages in the final report. Staff explained that the additional information for benefits would be a change in the scope of the contract but that benefits would be compared with peers before progressing with the larger project of becoming a single agency.

The Committee directed Ms. Williams-Dalgart to adjust the wording on slide seven of the Classification and Compensation Study Update presentation before presenting to the OCERS employee group.

The Committee recessed for break at 2:41 p.m.

The Committee reconvened from break at 2:53 p.m.

Recording Secretary administered the Roll Call attendance.

CONSENT AGENDA

C-1 COMMITTEE MEETING MINUTES:

Personnel Committee Meeting Minutes

April 23, 2024

Recommendation: Approve minutes.

A **Motion** by Mr. Packard, **seconded** by Mr. Oates, 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.

A-2 STAFFING REQUEST – MEMBER SERVICES MANAGER

Presentation by Suzanne Jenike, Assistant CEO of External Operations, OCERS

Recommendation:

1. Approve the addition of a total of 1 new position to the Member and Employer Relations (MER) section of Member Services.

Ms. Jenike presented a staffing request for the addition of a Manager position assigned to the Member and Employer Relations section of the Member Services team.

After discussion, a **Motion** by Mr. Packard to approve staff's recommendation, **seconded** by Mr. Oates for the purpose of discussion.

Mr. Oates suggested implementing the new Pension Administration System (PAS) first and then assessing staffing needs. Staff discussed the importance of addressing the employer data transmittal issue regardless of the PAS.

Orange County Employees Retirement System
July 8, 2024
Personnel Committee Meeting

The motion passed by majority, with Mr. Oates voting in opposition.

INFORMATION ITEMS

I-2 OBTAINING IMPROVED EMPLOYER REPORTING OF DATA - UPDATE

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

CEO/COMMITTEE MEMBER/COUNSEL/STAFF COMMENTS

None.

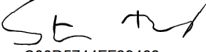
Chair Hilton **ADJOURNED** the meeting at 3:35 P.M.

Submitted by:

DocuSigned by:

Cynthia Hockless
Liaison

Submitted by:

DocuSigned by:

Steve Delaney
Secretary to the Board

Approved by:

Signed by:

Roger Hilton
Chair