

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

**PERSONNEL COMMITTEE MEETING
Tuesday, October 8, 2024
8:30 A.M.**

MINUTES

OPEN SESSION

Chair Hilton called the meeting to order at 8:31 A.M.

Recording Secretary administered the Roll Call attendance.

Attendance was as follows:

Present: Roger Hilton, Chair; Shawn Dewane, Vice Chair; Charles Packard, Board Member; Richard Oates, Board Member

Also Present: Steve Delaney, CEO; Brenda Shott (Zoom), Assistant CEO of Internal Operations; David Kim, Assistant CEO of External Operations; Manuel Serpa, General Counsel; Cynthia Hockless, Director of Human Resources; Silviu Ardeleanu, Director of Member & Employer Relations Section - Member Services; Will Tsao, Director of Enterprise Project Management Office; Anthony Beltran, Audio Visual Technician; Amanda Evenson, Recording Secretary; Tracy Bowman, Director of Finance; Rafael Lopez, Retirement Benefits Program Supervisor; Charles Barfield (CB), General Manager for the Orange County Employees Association (OCEA)

CONSENT AGENDA

C-1 PERSONNEL COMMITTEE MEETING MINUTES

Personnel Committee Meeting Minutes

August 27, 2024

Recommendation: Approve minutes.

A **Motion** by Mr. Dewane, **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

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A-2 PROPOSED 2025 STAFFING PLAN

Presentation by Steve Delaney, CEO, and Cynthia Hockless, Director of Human Resources, OCERS

Recommendation: Approve and recommend the Board of Retirement approve the following items related to the 2025 Staffing Plan to be presented at the October 21, 2024, Board meeting:

- A.** Add the position of a Chief Technology Officer to the Executive Department – OCERS Direct and fund with the removal of the following two vacant positions:
 - a. Deputy General Counsel – OCERS Direct
 - b. Retirement Benefits Technician – County

At the August 27, 2024, Personnel Committee meeting, the following positions were approved to bring to the Board with the 2025 budget:

- B.** Add one IT Intern position to the Information Technology Department – Extra Help
- C.** Add two Investment Analyst positions to the Investment Department – OCERS Direct

The total estimated annual personnel cost for these staffing changes is \$293,166. The estimated budget impact for 2025 due to mid-year hiring for one of the Investment Analyst positions is \$168,103.

After discussion, a **Motion** by Mr. Packard, **seconded** by Mr. Dewane, to approve and recommend the Board of Retirement add the position of a Chief Technology Officer to the Executive Department and fund with the removal of the vacant Deputy General Counsel and Retirement Benefits Technician positions.

Mr. Oates recommended obtaining more information regarding other retirement systems' comparative staffing levels before presenting the Chief Technology Officer (CTO) position to the Board for approval.

Mr. Dewane suggested developing a policy according to the National Institute of Standards and Technology (NIST) framework to support the budget for IT and Information Security. Mr. Oates also suggested establishing and implementing these policies prior to hiring for the position.

The motion passed **unanimously**.

PUBLIC COMMENT

Mr. Barfield from the Orange County Employees Association (OCEA) commented on the Gallagher Classification and Compensation report from the prior Personnel Committee meeting minutes. The OCEA will be working with staff to address the recommendations from Gallagher. Once the Board adopts the outcome from the Gallagher report, OCEA will facilitate a survey to evaluate County employee interest in becoming OCERS Direct. If there is a substantial interest in becoming OCERS Direct, OCEA would then pursue the legislative activity to proceed. If the results of the survey reflect no interest, the process would then stop. Chair Hilton responded to Mr. Barfield stating that the Committee is waiting for the benefits portion of the Classification and Compensation report before making a recommendation to the Board.

INFORMATION ITEMS

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I-1 UPDATE ON OUTREACH REGARDING EMPLOYER DATA

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

Mr. Ardeleanu provided an update regarding the employer data policy implementation and outreach progress.

CEO/COMMITTEE MEMBER/COUNSEL/STAFF COMMENTS

None.

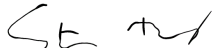
Chair Hilton **ADJOURNED** the meeting at 9:34 A.M.

Submitted by:


DocuSigned by:

C3FEC83C3717411...
Cynthia Hockless
Liaison

Submitted by:

DocuSigned by:

C00D5744FF39463...
Steve Delaney
Secretary to the Board

Approved by:

DocuSigned by:

27DA17D8F23944E...
Shawn Dewane
Chair