

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

**REGULAR MEETING
Monday, November 18, 2024
9:30 A.M.**

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.

OCERS Zoom Video/Teleconference information	
<p>Join Using Zoom App (Video & Audio)</p> <p>Join Zoom Meeting https://ocers.zoom.us/j/82640904106</p> <p>Meeting ID: 826 4090 4106 Passcode: 432507</p> <p>Go to https://www.zoom.us/download to download Zoom app before meeting Go to https://zoom.us to connect online using any browser.</p>	<p>Join by Telephone (Audio Only) Dial by your location</p> <p>+1 669 900 6833 US (San Jose) +1 346 248 7799 US (Houston) +1 253 215 8782 US +1 301 715 8592 US +1 312 626 6799 US (Chicago) +1 929 436 2866 US (New York)</p> <p>Meeting ID: 826 4090 4106 Passcode: 432507</p>
<p>A Zoom Meeting Participant Guide is available on OCERS website Board & Committee meetings page</p>	

AGENDA

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

1. CALL MEETING TO ORDER AND ROLL CALL
2. PLEDGE OF ALLEGIANCE
3. BOARD MEMBER STATEMENT REGARDING PARTICIPATION VIA ZOOM (IF NECESSARY)
(Government Code section 54953(f))
4. 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 Board, 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 Board; 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 Board Member requests separate action on a specific item.

BENEFITS

C-1 OPTION 4 RETIREMENT ELECTION

Recommendation: Grant election of retirement benefit payment, Option 4, based on Segal Consulting’s actuarial report.

- None

ADMINISTRATION

C-2 BOARD MEETING MINUTES

Regular Board Meeting Minutes

October 21, 2024

Recommendation: Approve minutes.

DISABILITY/MEMBER BENEFITS AGENDA

9:30 AM

NOTE: WHEN CONSIDERING DISABILITY RETIREMENT APPLICATIONS OR MEMBER APPEALS OF DISABILITY RETIREMENT DETERMINATIONS, THE BOARD MAY ADJOURN TO CLOSED SESSION TO DISCUSS MATTERS RELATING TO THE MEMBER’S APPLICATION OR APPEAL PURSUANT TO GOVERNMENT CODE SECTIONS 54957 OR 54956.9. IF THE MATTER IS A DISABILITY APPLICATION UNDER SECTION 54957, THE MEMBER MAY REQUEST THAT THE DISCUSSION BE IN PUBLIC.

OPEN SESSION

CONSENT ITEMS

All matters on the Consent Agenda are to be approved by one action unless a Board member requires separate action on a specific item. If separate action is requested, the item will be discussed in closed session during agenda item DA-1.

A. Disability Committee Recommendations:

None

B. CEO Recommendations:

DC-1: EDWARD ANAYA

Coach Operator, Orange County Transportation Authority (General)

Recommendation: Steve Delaney, CEO, recommends that the Board:

- Deny service-connected disability retirement without prejudice due to the member's decision not to join in the application.

DC-2: JAMES T. CASS

Fire Captain, Orange County Fire Authority (Safety)

Recommendation: Steve Delaney, CEO, recommends that the Board:

- Grant service-connected disability retirement.
- Set the effective date as July 21, 2023.

DC-3: LENNY EDELMAN

Firefighter, Orange County Fire Authority (Safety)

Recommendation: Steve Delaney, CEO, recommends that the Board:

- Grant service-connected disability retirement.
- Set the effective date as September 6, 2024.

DC-4: DAVID FORRESTER

Firefighter, Orange County Fire Authority (Safety)

Recommendation: Steve Delaney, CEO, recommends that the Board:

- Grant service-connected disability retirement.
- Set the effective date as February 23, 2024.

DC-5: PARIET HERNANDEZ

Firefighter, Orange County Fire Authority (Safety)

Recommendation: Steve Delaney, CEO, recommends that the Board:

- Grant service-connected disability retirement.
- Set the effective date as July 1, 2022.

DC-6: DEAN JUNG

Deputy Probation Officer, Orange County Probation Department (Safety)

Recommendation: Steve Delaney, CEO, recommends that the Board:

- Grant service-connected disability retirement.
- Set the effective date as March 22, 2024.

DC-7: BRAD MAYO
Firefighter, Orange County Fire Authority (Safety)

Recommendation: Steve Delaney, CEO, recommends that the Board:

- Grant service-connected disability retirement.
- Set the effective date as May 5, 2023.

DC-8: JOSE J. MENDOZA
Sheriff's Correctional Services Assistant, Orange County Sheriff's Department (General)

Recommendation: Steve Delaney, CEO, recommends that the Board:

- Grant service-connected disability retirement.
- Set the effective date as April 21, 2023.

DC-9: JACQUELYN MOTA
Deputy Sheriff I, Orange County Sheriff's Department (Safety)

Recommendation: Steve Delaney, CEO, recommends that the Board:

- Grant service-connected disability retirement.
- Set the effective date as February 10, 2023.

DC-10: JAMES NASSER
Deputy Sheriff II, Orange County Sheriff's Department (Safety)

Recommendation: Steve Delaney, CEO, recommends that the Board:

- Grant service-connected disability retirement.
- Set the effective date as September 30, 2023.

DC-11: THOMAS TOWNLEY
Fire Apparatus Engineer, Orange County Fire Authority (Safety)

Recommendation: Steve Delaney, CEO, recommends that the Board:

- Grant service-connected disability retirement.
- Set the effective date as July 5, 2023.

DC-12: MICHAEL WAGONER
Fire Captain, Orange County Fire Authority (Safety)

Recommendation: Steve Delaney, CEO, recommends that the Board:

- Grant service-connected disability retirement.
- Set the effective date as March 22, 2024.

CLOSED SESSION

Government Code section 54957

Adjourn to Closed Session under Government Code section 54957 to consider member disability applications and to discuss member medical records submitted in connection therewith. The applicant may waive confidentiality and request his or her disability application to be considered in Open Session. As per the OCERS Bylaws, for disability matters before the Board, the applicant or their attorney is allowed to present for a maximum of ten (10) minutes. The opposing counsel is allowed a time limit of seven (7) minutes for argument, followed by a three (3) minute rebuttal from the applicant or their attorney.

**DA-1: INDIVIDUAL ACTION ON ANY ITEM TRAILED FROM THE DISABILITY/MEMBER BENEFITS
CONSENT AGENDA**

OPEN SESSION

REPORT OF ACTIONS TAKEN IN CLOSED SESSION

ACTION ITEMS

NOTE: Public comment on matters listed in this agenda will be taken at the time the item is addressed, prior to the Board’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 [OCERS’ PROPOSED ADMINISTRATIVE BUDGET FOR FISCAL YEAR 2025](#)

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

Recommendation: Adopt the Proposed Administrative Budget for Fiscal Year 2025 in the amount of \$47,957,279 which includes:

- a. Personnel costs in the amount of \$28,109,519
- b. Services and supplies in the amount of \$16,097,760
- c. Capital expenditures in the amount of \$3,750,000

A-3 [ANNUAL CEO COMPENSATION](#)

Presentation by Roger Hilton, Designated Labor Negotiator, and Cynthia Hockless, Director of Human Resources, OCERS

Recommendation: Approve and authorize the Board to execute a salary adjustment for the Chief Executive Officer, effective December 29, 2024.

A-4 [ELECTION OF OCERS BOARD VICE-CHAIR](#)

Presentation by Steve Delaney, Chief Executive Officer, OCERS

Recommendation: Elect a new OCERS Board Vice-Chair for calendar year 2025.

A-5 REQUEST FOR CONTRACT TERM EXTENSION – DIALPAD PHONE SERVICES

Presentation by Brenda Shott, Assistant CEO, Internal Operations, OCERS

Recommendation: Approve extending the contract term with Dialpad for Voice Over IP (VOIP) business phone and contact center services for up to six years, to be renewed annually.

WRITTEN REPORTS

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

R-1 MEMBER MATERIALS DISTRIBUTED

Application Notices
Death Notices

November 18, 2024
November 18, 2024

R-2 COMMITTEE MEETING MINUTES

- August 2024- Governance Committee Minutes

R-3 CEO FUTURE AGENDAS AND 2024 OCERS BOARD WORK PLAN

Written Report

R-4 QUIET PERIOD – NON-INVESTMENT CONTRACTS

Written Report

R-5 BOARD COMMUNICATIONS

Written Report

R-6 OCERS TRAVEL POLICY APPROVED CONFERENCES LIST

Written Report

R-7 THIRD QUARTER UNAUDITED FINANCIAL STATEMENTS

Written Report

R-8 THIRD QUARTER 2024 BUDGET TO ACTUALS REPORT

Written Report

R-9 THIRD QUARTER 2024 TRAVEL AND TRAINING EXPENSE REPORT

Written Report

R-10 PUBLIC PENSION COORDINATING COUNCIL (PPCC) STANDARDS AWARD FOR FUNDING AND ADMINISTRATION 2024

Written Report

R-11 REPORT OF ATTENDANCE AT CONFERENCE- INVESTMENTS DIVISION

Written Report

CLOSED SESSION ITEMS

E-1 PUBLIC EMPLOYEE PERFORMANCE EVALUATION PURSUANT TO GOVERNMENT CODE SECTION 54957

Adjourn to closed session pursuant to Government Code Section 54957

Position to be evaluated: Chief Executive Officer

Recommendation: Take appropriate action.

E-2 CONFERENCE WITH LABOR NEGOTIATOR PURSUANT TO GOVERNMENT CODE SECTION 54957.6

OCERS designated representative: Trustee Roger Hilton

Unrepresented employee: OCERS Chief Executive Officer

Recommendation: Take appropriate action.

E-3 CONFERENCE WITH LEGAL COUNSEL REGARDING EXISTING LITIGATION (GOVERNMENT CODE SECTION 54956.9(d)(4))

LACERA v. County of Los Angeles - Supreme Court of California

Recommendation: Take appropriate action.

CHIEF EXECUTIVE OFFICER/STAFF COMMENTS

COUNSEL COMMENTS

BOARD MEMBER COMMENTS

ADJOURNMENT: (IN MEMORY OF THE ACTIVE MEMBERS, RETIRED MEMBERS, AND SURVIVING SPOUSES WHO PASSED AWAY THIS PAST MONTH)

NOTICE OF NEXT MEETINGS
INVESTMENT COMMITTEE MEETING
November 20, 2024
9:00 A.M.

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

DISABILITY COMMITTEE MEETING
December 9, 2024
8:30 A.M.

ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM

**2223 E. WELLINGTON AVENUE, SUITE 100
SANTA ANA, CA 92701**

**REGULAR BOARD MEETING
December 9, 2024
9:30 A.M.**

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

**PERSONNEL COMMITTEE MEETING
December 10, 2024
9:30 A.M.**

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

**AUDIT COMMITTEE MEETING
December 12, 2024
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 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 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
BOARD OF RETIREMENT
2223 E. WELLINGTON AVENUE, SUITE 100
SANTA ANA, CALIFORNIA**

**REGULAR MEETING
Monday, October 21, 2024
9:30 A.M.**

MINUTES

Chair Lopez Tagaloa called the meeting to order at 9:32 a.m.

Recording Secretary administered the Roll Call attendance.

Attendance was as follows:

Present in Person: Adele Lopez Tagaloa, Chair, Roger Hilton, Richard Oates, Arthur Hidalgo, Shawn Dewane, Wayne Lindholm, Shari Freidenrich

Present via Zoom (under Government Code Section 54953(f)): Charles Packard, Vice Chair; Chris Prevatt

Also Present: Steve Delaney, CEO; David Kim, Assistant CEO, External Operations; Brenda Shott, Assistant CEO, Internal Operations; Molly Murphy, Chief Investments Officer; Joon Kim, Staff Attorney; Rosie Baek, Staff Attorney; Will Tsao, Director of EPMO; Mary Joy Coburn, Director of Communications; Cynthia Hockless, Director of HR; Nicole McIntosh; Director of Disability; Anthony Beltran, Audio-Visual Technician; Carolyn Nih, Recording Secretary

Guests: Maytak Chin, ReedSmith; Representatives from Griffin, Gensler, and Snyder Langston: JT Theeuwes, John Rochford, Nick Acevedo, Deryl Robinson, Tristen Nichols, Adam Schneider

Absent: Jeremy Vallone

Ms. Freidenrich arrived at 9:33 a.m.

Mr. Hidalgo arrived at 9:34 a.m.

Mr. Prevatt arrived at 9:35 a.m. via Zoom

CIO COMMENTS: Ms. Murphy shared that year to date through middle of October, the OCERS folio stands at 10.5% YTD return. She further notes that the Investment Team is monitoring the markets, and the Fed anticipates at least one more easing before the end of the year.

CONSENT AGENDA

BENEFITS

C-1 OPTION 4 RETIREMENT ELECTION

Recommendation: Grant election of retirement benefit payment, Option 4, based on Segal Consulting’s actuarial report.

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ADMINISTRATION

Regular Board Meeting Minutes
Strategic Planning Workshop Summary

August 19, 2024
September 10-11, 2024

Recommendation: Approve minutes.

C-3 OUTCOMES FROM THE GOVERNANCE COMMITTEE ON AUGUST 15, 2024

Recommendation: The Governance Committee recommends that the Board adopt the following:

- (1) **OCERS Administrative Procedure Regarding Felony Forfeiture** with revisions approved by the Committee;
- (2) **Securities Litigation Policy** with revisions approved by the Committee;
- (3) **Succession Policy** with revisions approved by the Committee;
- (4) **OCERS Administrative Procedure Regarding Required Minimum Distributions** with revisions approved by the Committee;
- (5) **Member Services Customer Service Policy** with revisions approved by the Committee;
- (6) **Legislative Policy** with revisions approved by the Committee;

C-4 OUTCOMES FROM THE DISABILITY COMMITTEE ON AUGUST 19, 2024

Recommendation: The Disability Committee recommends that the Board adopt the following:

- (1) **OCERS Administrative Review and Hearing Policy** with revisions approved by the Committee;
- (2) **OAP Regarding Effective Date of Disability Retirement Allowance** with revisions approved by the Committee.

MOTION by Mr. Lindholm, **seconded** by Mr. Oates, to approve the Consent Agenda.

The motion passed **unanimously**.

DISABILITY/MEMBER BENEFITS AGENDA

CONSENT ITEMS

A. Disability Committee Recommendations:

NONE

B. CEO Recommendations:

DC-1: MARK BECKLEY
Firefighter, Orange County Fire Authority (Safety)

Recommendation: Steve Delaney, CEO, recommends that the Board:

- ∑ Grant service-connected disability retirement.
- ∑ Set the effective date as February 10, 2023.

DC-2: LARRY COSTA (DECEASED)

Deputy Sheriff, Orange County Sheriff's Department (Safety)

Recommendation: Steve Delaney, CEO, recommends that the Board:

- ∑ Grant service-connected disability retirement.
- ∑ Set the effective date as April 19, 2024.

DC-3: SEAN GARVEY

Firefighter, Orange County Fire Authority (Safety)

Recommendation: Steve Delaney, CEO, recommends that the Board:

- ∑ Grant service-connected disability retirement.
- ∑ Set the effective date as July 26, 2024.

DC-4: MARK MCDERMOTT

Fire Captain, Orange County Fire Authority (Safety)

Recommendation: Steve Delaney, CEO, recommends that the Board:

- ∑ Grant service-connected disability retirement.
- ∑ Set the effective date as March 27, 2023.

DC-5: MAXWELL NGUYEN

Service Broker, Orange County Transportation Authority (General)

Recommendation: Steve Delaney, CEO, recommends that the Board:

- ∑ Deny service-connected disability retirement without prejudice due to the member's decision not to join in the application.

DC-6: GEORGE RUIZ

Firefighter, Orange County Fire Authority (Safety)

Recommendation: Steve Delaney, CEO, recommends that the Board:

- ∑ Grant service-connected disability retirement.
- ∑ Set the effective date as September 8, 2023.

DC-7: ALEXANDER VAN

Firefighter, Orange County Fire Authority (Safety)

Recommendation: Steve Delaney, CEO, recommends that the Board:

- ∑ Grant service-connected disability retirement.
- ∑ Set the effective date as March 22, 2024.

DC-8: TODD VANDERHAM

Fire Apparatus Engineer, Orange County Fire Authority (Safety)

Recommendation: Steve Delaney, CEO, recommends that the Board:

- ∑ Grant service-connected disability retirement.
- ∑ Set the effective date as March 24, 2023.

DC-9: VIVIAN VU

Social Services Supervisor I, Orange County Social Services (General)

Recommendation: Steve Delaney, CEO, recommends that the Board:

- ∑ Deny service and non-service connected disability retirement without prejudice due to the member’s decision not to join in the application.

DC-10: JUDY J WAGNER ESTRIN

Data Entry Technician, Orange County Probation Department (General)

Recommendation: Steve Delaney, CEO, recommends that the Board:

- ∑ Deny service and non-service connected disability retirement without prejudice due to the member’s decision not to join in the application.

MOTION by Mr. Lindholm, **seconded** by Mr. Oates, to approve staff recommendations.

The motion passed **unanimously**.

CLOSED SESSION

The Board adjourned to closed session at 9:46 a.m.

DA-2: GINA EDWARDS

Information Processing Technician, Orange County Probation Department

Recommendation: Staff recommends the Board approve and adopt the findings and recommendations of the Hearing Officer as set forth in the Findings and Decision in an OCERS Service-Connected Disability Retirement Case (Recommendation), dated July 17, 2024, wherein the Hearing Officer recommends that the Board find the Applicant, Gina Edwards, is not permanently incapacitated and deny Service-Connected Disability Retirement.

OPEN SESSION

The Board returned from Closed Session at 10:11 a.m.

Recording Secretary did not administer the Roll Call attendance, but noted the attendance of Ms. Freidenrich, Mr. Hilton, Mr. Hidalgo, Mr. Oates, Ms. Tagaloo, Mr. Packard (Zoom), Mr. Dewane, Mr. Prevatt (Zoom), Mr. Lindholm, and Mr. Vallone.

REPORT OF ACTIONS TAKEN IN CLOSED SESSION- Board voted unanimously to accept the Hearing Officer’s recommendations.

ACTION ITEMS

A-2 OCERS 2025-2027 BUSINESS AND STRATEGIC PLAN

Presentation by Steve Delaney, Chief Executive Officer, and Will Tsao, Director of EPMO, OCERS

Recommendation: Approve the OCERS 2025-2027 Business and Strategic Plan as modified.

Mr. Hilton requests a review of the Effective Governance metrics during the January 1st quarter update.

MOTION by Mr. Hidalgo, **seconded** by Mr. Lindholm, to approve staff recommendations.

The motion passed **unanimously**.

A-3 2025 STAFFING PLAN

Presentation by Steve Delaney, Chief Executive Officer, and Cynthia Hockless, Director of Human Resources, OCERS

Recommendation: The Personnel Committee recommends the Board of Retirement approve the following personnel costs in the 2025 OCERS Staffing Plan:

- 1. **APPROVE THE ADDITION OF 4 NEW POSITIONS TO THE 2025 BUDGETED HEADCOUNT**
 - A. Add one IT Intern position to the Information Technology Department – Extra Help
 - B. Add two Investment Analyst positions to the Investment Department – OCERS Direct
 - C. Add the position of a Chief Technology Officer to the Executive Department – OCERS Direct
- 2. **REMOVE 2 CURRENTLY VACANT POSITIONS FROM THE PROPOSED 2025 BUDGETED HEADCOUNT**
 - A. Deputy General Counsel – OCERS Direct
 - B. Retirement Benefits Technician – County

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.

Mr. Delaney commits to report back to the Personnel Committee with details as requested by Ms. Freidenrich on updates on other systems’ staffing with more detail on their specific budget impact.

MOTION by Mr. Dewane, **seconded** by Mr. Lindholm, to approve staff recommendations.

The motion passed **unanimously**.

A-4 OUTCOMES FROM THE BUILDING COMMITTEE ON OCTOBER 3,2024 – PRELIMINARY BUILDING AND SITE PLANS AND CITY ENTITLEMENT PROCESSES

Presentation by Brenda Shott, Assistant CEO, Internal Operations, OCERS

Recommendation: The Building Committee recommends that the Board of Retirement approve the preliminary schematic building design and site plan for the OCERS Replacement Headquarters Project, including a 3-story L-shaped building with surface parking, and direct staff to proceed with the City of Santa Ana’s Project Development Review and Minor Exception process to obtain the required entitlement related approvals.

MOTION by Mr. Lindholm, **seconded** by Mr. Packard, to approve staff recommendations.

The motion passed **unanimously**.

The Board recessed for break at 10:56 a.m.

The Board reconvened from break at 11:12 a.m.

Recording Secretary administered the Roll Call attendance.

A-6 DESIGNATING OCERS LABOR NEGOTIATOR UNDER GOVT. CODE SECTION 54957.6

Presentation by Cynthia Hockless, Director of Human Resources, OCERS

Recommendation: The Board will appoint a designated representative under Government Code section 54957.6(a) to assist the Board in negotiating compensation with the CEO.

MOTION by Mr. Hidalgo, **seconded** by Ms. Freidenrich, to designate Mr. Hilton as labor negotiator for the CEO.

The motion passed **unanimously**.

Mr. Oates and Mr. Packard (Zoom) returned to the meeting at 11:16 a.m.

CLOSED SESSION ITEMS

The Board adjourned to closed session at 11:16 a.m.

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

Position to be evaluated: Chief Executive Officer

Recommendation: Take appropriate action.

E-2 CONFERENCE WITH LABOR NEGOTIATOR (GOVERNMENT CODE SECTION 54957.6)

OCERS designated representative as identified in Action Item A-6

Unrepresented employee: OCERS Chief Executive Officer

Recommendation: Take appropriate action.

E-3 CONFERENCE WITH LEGAL COUNSEL REGARDING EXISTING LITIGATION (GOVERNMENT CODE SECTION 54956.9(d)(1))

Szewczyk v. OCERS; Orange County Superior Court, Case No. 30-2022-01268984-CU-WM-CJC

Recommendation: Take appropriate action.

OPEN SESSION

The Board returned from Closed Session at 12:32 p.m.

Recording Secretary administered the Roll Call attendance. Mr. Lindholm left the meeting after closed session but before the Board returned to open session.

REPORT OF ACTIONS TAKEN IN CLOSED SESSION- No reportable action was taken for E-1, E-2, E-3.

ACTION ITEMS

A-5 VOTING DIRECTION FOR SACRS BUSINESS MEETING
Presentation by Manuel Serpa, General Counsel, OCERS

Recommendation: Give voting direction to OCERS’ delegates for November 15, 2024 SACRS business meeting.

MOTION by Mr. Dewane, **seconded** by Mr. Packard, to approve staff recommendations to direct delegates to support both amendments to CERL.

After discussion, an **ALTERNATE MOTION** by Mr. Prevatt, **seconded** by Mr. Hilton, to direct delegates to approve first amendment and decline on second amendment.

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

<u>AYES</u>	<u>NAYS</u>	<u>ABSTAIN</u>	<u>ABSENT</u>
Mr. Dewane	Mr. Oates	Ms. Freidenrich	Mr. Lindholm
Mr. Hidalgo			
Mr. Hilton			
Mr. Packard			
Mr. Prevatt			
Ms. Tagaloa			

INFORMATION ITEMS

Each of the following informational items will be presented to the Board for discussion.

I-1 2025 BOARD MEETING CALENDAR
Presentation by Steve Delaney, Chief Executive Officer, OCERS

WRITTEN REPORTS

R-1 MEMBER MATERIALS DISTRIBUTED

Application Notices	October 21, 2024
Death Notices	October 21, 2024

R-2 COMMITTEE MEETING MINUTES
- May 2024 – Governance Committee Minutes
- June 2024- Audit Committee Minutes
- August 2024- Building Committee Minutes

- August 2024- Personnel Committee Minutes

R-3 CEO FUTURE AGENDAS AND 2024 OCERS BOARD WORK PLAN
Written Report

R-4 QUIET PERIOD – NON-INVESTMENT CONTRACTS
Written Report

R-5 BOARD COMMUNICATIONS
Written Report

R-6 LEGISLATIVE UPDATE
Written Report

R-7 OCERS TRAVEL POLICY APPROVED CONFERENCES LIST
Written Report

R-8 BUSINESS CONTINUITY AND DISASTER RECOVERY PLAN EXERCISE EXECUTIVE SUMMARY
Written Report

CHIEF EXECUTIVE OFFICER/STAFF COMMENTS- Director Will Tsao shared the progress with new Pension Administration System (PAS) implementation partner/contractor Provaliant.

COUNSEL COMMENTS- None

BOARD MEMBER COMMENTS- None

Meeting **ADJOURNED** at 12:58 p.m. in memory of active members, retired members, and surviving spouses who passed away this passed month.

Submitted by:

Approved by:

Steve Delaney
Secretary to the Board

Adele Lopez Tagaloa
Chairperson



Memorandum

DATE: November 18, 2024
TO: Members of the Board of Retirement
FROM: Brenda Shott, Assistant CEO, Finance and Internal Operations
SUBJECT: **OCERS' PROPOSED ADMINISTRATIVE BUDGET FOR FISCAL YEAR 2025**

Recommendation

Adopt the Proposed Administrative Budget for Fiscal Year 2025 in the amount of \$47,957,279 which includes:

- a. Personnel costs in the amount of \$28,109,519
- b. Services and supplies in the amount of \$16,097,760
- c. Capital expenditures in the amount of \$3,750,000

Background/Discussion

The proposed administrative budget for fiscal year 2025 (FY25) was developed based on the 2025-2027 Strategic and Business Plan and the Personnel Committee's recommended 2025 Staffing Plan, both of which were approved by the Board of Retirement on October 21, 2024.

The 2025-2027 Strategic and Business Plan was developed with OCERS' Mission, Vision, and Values as its foundation. The goals and initiatives outlined in this plan served as the framework for developing the FY25 proposed administrative budget.

The proposed FY25 budget for personnel costs is based on the approved 2025 Staffing Plan, OCERS' Compensation Policy for direct employees, the most recent Memorandum of Understanding between the County of Orange and the Orange County Employees Association (which applies to County employees working at OCERS), and the incentive compensation program outlined in the Incentive Compensation Policy.

In alignment with the Compensation Policy, each year in which salary ranges are not reviewed, salary ranges are automatically adjusted by the increase in the Employer Cost Index (ECI) for Salaries and Wages for the prior 12-month period, as published by the U.S. Department of Labor, Bureau of Labor Statistics. Since OCERS' direct salaries were not reviewed in 2024, salary ranges have been adjusted by the 3.9% increase in the ECI for the 12 months ending September 30, 2024. For updated salary ranges, see *Appendix F – OCERS' Direct Employees Salary Ranges*.

Attached is a presentation summarizing the proposed FY25 administrative budget, along with a detailed budget narrative and supporting appendices that provide additional information on the proposed budget recommended by staff for approval.



Memorandum

Submitted by:

Handwritten signature of Tracy Bowman in black ink.

Tracy Bowman
Director of Finance

Approved by:

Handwritten signature of Brenda Shott in black ink.

Brenda Shott
Assistant CEO, Finance & Internal Operations

Approved by:

Handwritten signature of Steve Delaney in black ink.

Steve Delaney
CEO



2025 Proposed Administrative Budget

Regular Board Meeting, November 18, 2024

Brenda Shott and Tracy Bowman

Assistant CEO and Director of Finance



Today's Agenda

1. Purpose of Presentation
2. Overview of Budget Process
3. Proposed 2025 Administration Budget



Purpose of Presentation

General review of 2025 Administrative Budget

Recommended action:

Adopt the Administrative Budget for Fiscal Year 2025 in the amount of \$47,957,279 which includes:

- Personnel costs in the amount of \$28,109,519
- Service and supplies in the amount of \$16,097,760
- Capital expenditures in the amount of \$ 3,750,000



Mission, Vision and Values

- Open and Transparent
- Commitment to Superior Service
- Engaged and Dedicated Workforce
- Reliable and Accurate
- Secure and Sustainable

Overview of Budget Process

- Budget Approval Policy
- OCERS' Mission Statement, Vision and Values, and 3-Year Strategic Plan
- Set Business Plan goals for 2025 and related cost estimates
 - Full OCERS' Leadership offsite meeting prior to Strategic Planning
 - Strategic Planning with Board on September 10-11, 2024
 - 2025-2027 Strategic and Business Plan approved on October 21, 2024
- Initial budget requests are made by each department head
- CEO, Assistant CEO of Internal Operations and Director of Finance met individually with department heads to discuss and determine necessity of each line item in their budget request

Overview of Budget Process

(continued)



Mission, Vision and Values

Open and Transparent

Commitment to Superior Service

Engaged and Dedicated Workforce

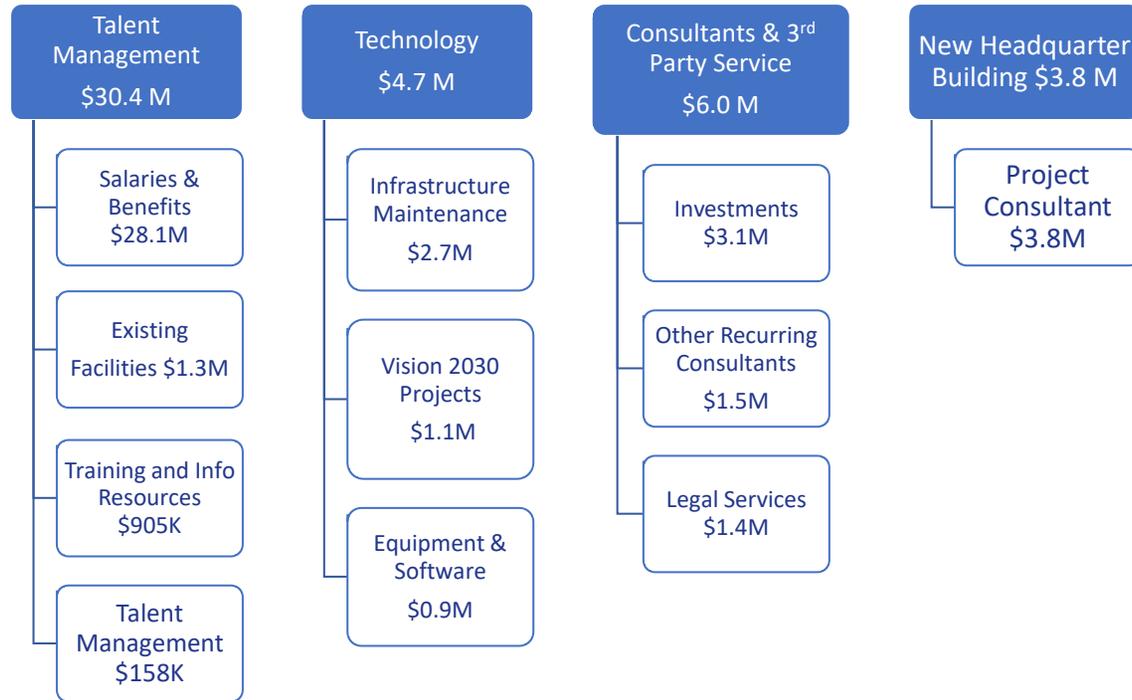
Reliable and Accurate

Secure and Sustainable

- Prepare budget with comparisons to prior years' budgets and actuals
- Two meetings with the Personnel Committee to review and discuss 2025 additional staffing requests
- Personnel Committee recommendations to full Board included
 - Adding one new intern in the Information Technology Department
 - Adding two additional investment analysts in the Investment Division
 - Adding the position of Chief Technology Officer to the Executive Department
 - Removing the vacant position of Deputy General Counsel in the Legal Department
 - Removing one vacant position of Retirement Benefits Technician in the Member Services Department
- Board approved 2025 staffing plan at the October 21, 2024 meeting
- Approval of the budget by the Board to be recommended at the November 18, 2024 meeting

Budget Supports Strategic Goals





The sum of the primary cost drivers noted above represents approximately 93% of the 2025 Administrative Budget

Budget Limitations



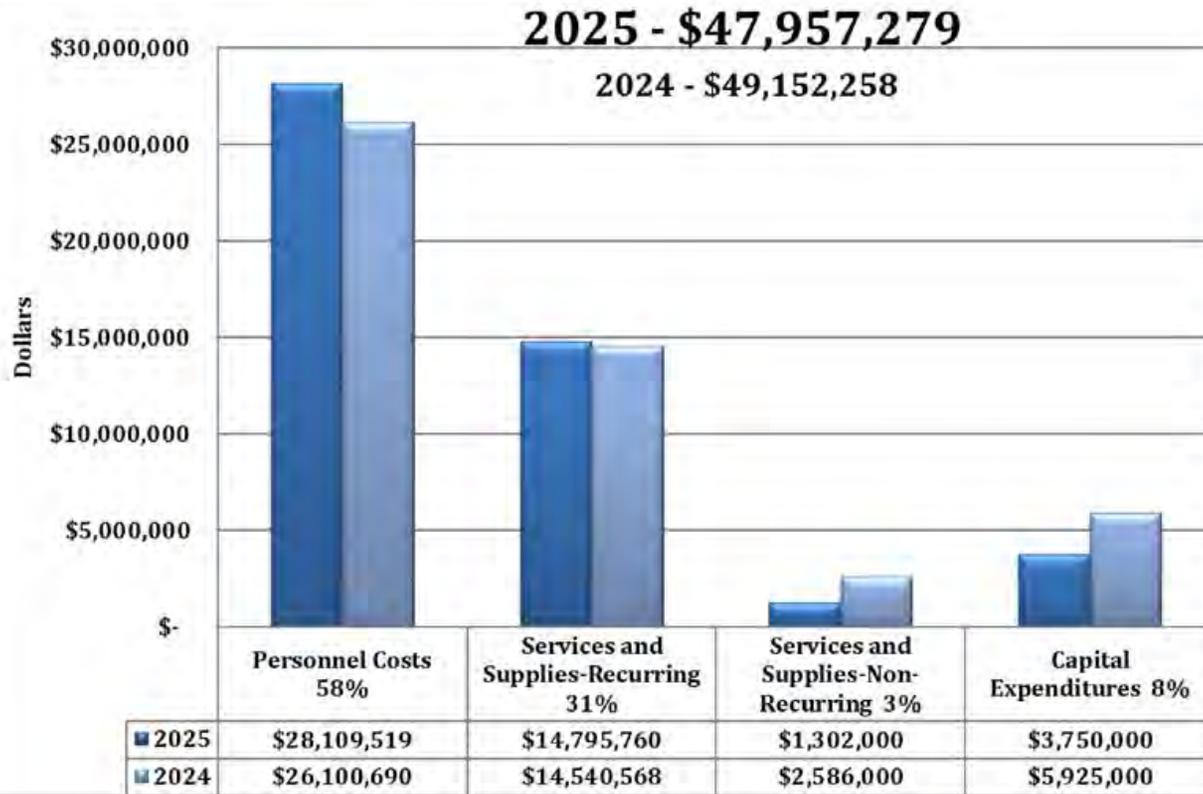
Budget Authority

Administration expenses, as defined in Government Code Section 31580.2, incurred in any year will not exceed 21 basis points of the actuarial accrued liability (AAL) of the system.

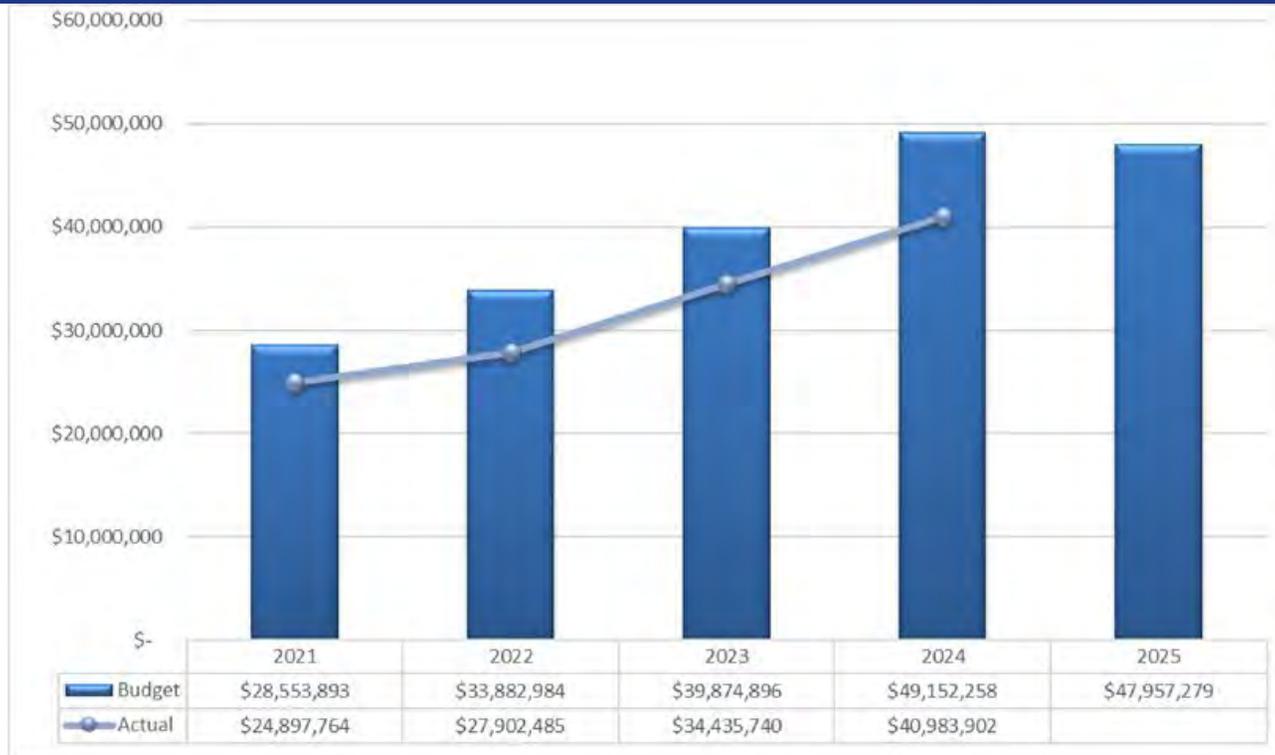
2024 Statutory Budget Limitation is \$58,633,481

2025 Proposed Budget (excluding investment-related costs, applicable IT-related costs and capital expenditures not subject to budget limitation test) is 10.85 basis point of AAL

FY25 Proposed Administrative Budget Summary



Budget versus Actuals Trend Total Budget



Actual to Budget % 87.20% 82.35% 86.36% 83.38% N/A

Amounts may include immaterial rounding differences



Summary of Budget Changes

Description of Significant Changes	Amount
Capital Improvements	(\$2.2 M)
Existing Staffing Plan, Retirement & Benefit Costs, & Salary Growth	2.0 M
3 rd Party Consulting	(1.2 M)
Other Cost Increases	0.2 M
Total Decrease in 2025 Budget over prior year	(\$1.2 M)





2025 Staffing Plan

\$28,109,519

Budget versus Actuals Trend Personnel Costs and FTE's



Actuals to Budget % 95.88% 88.35% 91.03% 94.73% N/A

Amounts may include immaterial rounding differences



Increase in Budgeted Personnel Costs

Description of Increase	Amount
Salary Growth/Adjustments:	
Direct Staff estimated at 7%	\$ 1.0 M
Indirect Staff per MOU (July 2025 increase 4%)	0.2 M
Indirect Staff available step increases estimated at 6%	0.1 M
Increase in Retirement Contribution Rate and Other Personnel Costs (average fringe benefit factor 55%)	\$ 0.7 M
Total Increase in Budget from Prior Year	\$ 2.0 M





Board Compensation Policy OCERS' Direct

- Purpose and Background

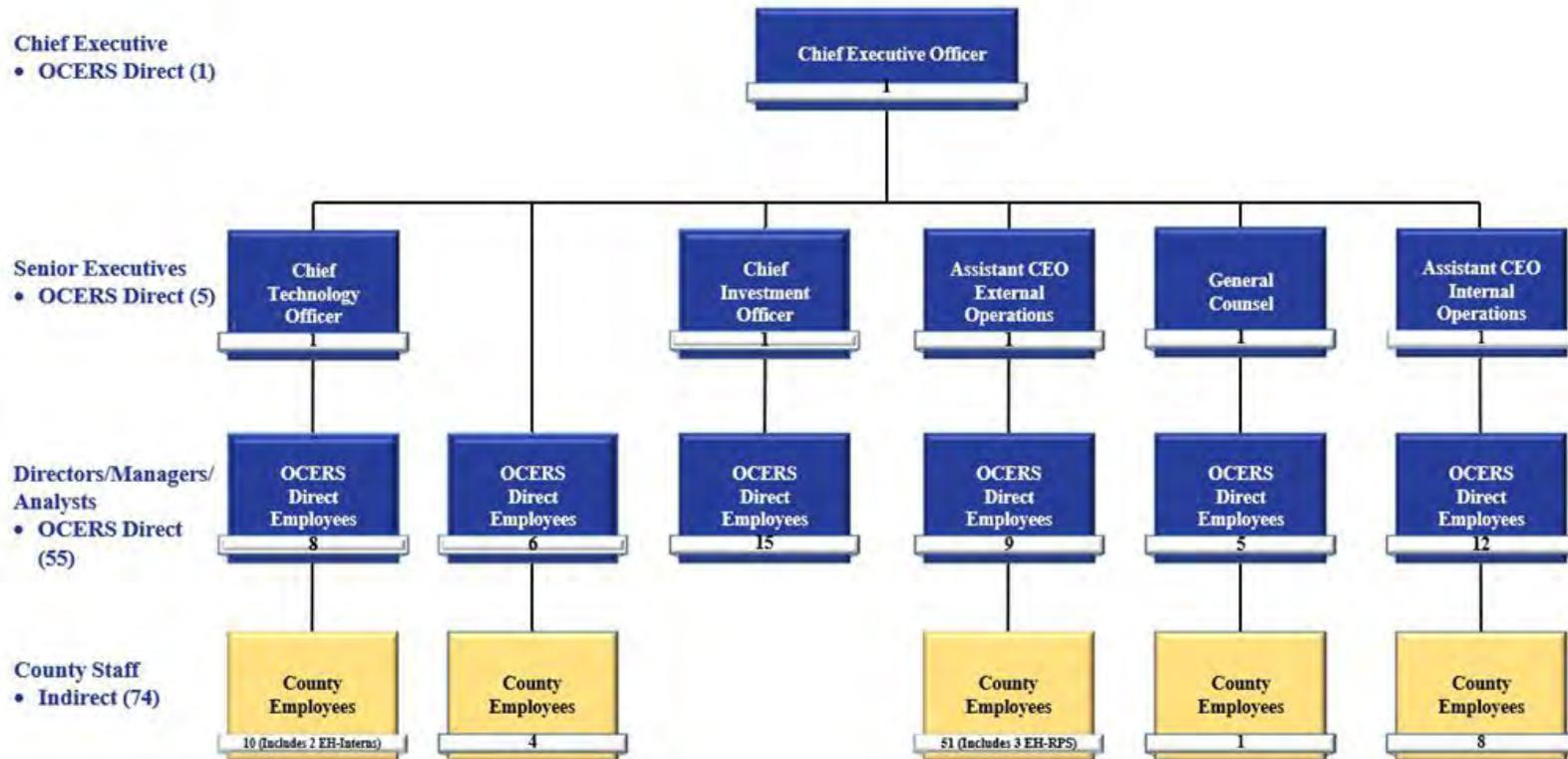
- Create and maintain a pay structure that is competitive among OCERS' peers in the public pension community and aligned with published market data for similarly sized governmental organizations
- Recognize and reward individual performance
- Provide management the flexibility to make compensation decisions within budgetary guidelines
- Provide employees some measure of predictability with respect to both salary growth and rewards for superior performance

- Compensation Program

- CEO manages salaries within approved salary ranges using the Board approved performance-based system:
 1. Meets Expectations receives salary increase equal to the Employer Cost Index (base increase)
 2. Exceeds Expectations receives base increase plus one Merit Step (Merit Step = 2.75%)
 3. Exceptional receives base increase plus two Merit Steps
- Salary ranges will be reviewed at least every five years to ensure they remain competitive
- Salary ranges are increased annually based on the Employer Cost Index as of September of the prior year (2025 = 3.9%)



2025 Organization Chart (135 team members, 132.5 FTE) As approved by Board on October 21, 2024



Direct Employees
Salary Ranges, adjusted 3.9% by
ECI at 9/30/2024

OCERS Employee Position	Current Annual Minimum	Revised Annual Minimum	Current Annual Midpoint	Revised Annual Midpoint	Current Annual Maximum	Revised Annual Maximum
Chief Investment Officer	\$322,813	\$335,403	\$411,587	\$427,639	\$500,360	\$519,874
General Counsel	\$224,858	\$233,627	\$286,694	\$297,875	\$348,530	\$362,123
Managing Director of Investments	\$224,858	\$233,627	\$286,694	\$297,875	\$348,530	\$362,123
Assistant Chief Executive Officer	\$194,578	\$202,167	\$248,086	\$257,761	\$301,594	\$313,356
Chief Technology Officer	\$194,578	\$202,167	\$248,086	\$257,761	\$301,594	\$313,356
Director of Investments	\$181,002	\$188,061	\$230,777	\$239,778	\$280,553	\$291,494
Deputy Legal Counsel	\$156,627	\$162,735	\$199,699	\$207,487	\$242,771	\$252,239
Chief Compliance Officer	\$156,627	\$162,735	\$199,699	\$207,487	\$242,771	\$252,239
Senior Investment Officer	\$156,627	\$162,735	\$199,699	\$207,487	\$242,771	\$252,239
Director*	\$145,699	\$151,382	\$185,767	\$193,012	\$225,835	\$234,642
Investment Officer	\$135,534	\$140,820	\$172,807	\$179,546	\$210,079	\$218,272
Staff Attorney	\$135,534	\$140,820	\$172,807	\$179,546	\$210,079	\$218,272
Senior Manager of Information Security	\$126,078	\$130,996	\$160,750	\$167,019	\$195,422	\$203,043
Automation Developer	\$117,283	\$121,857	\$149,535	\$155,367	\$181,787	\$188,877
Finance Manager	\$117,283	\$121,857	\$149,535	\$155,367	\$181,787	\$188,877
Information Security Manager	\$117,283	\$121,857	\$149,535	\$155,367	\$181,787	\$188,877
Information Technology Manager	\$117,283	\$121,857	\$149,535	\$155,367	\$181,787	\$188,877
Retirement Analyst	\$117,283	\$121,857	\$149,535	\$155,367	\$181,787	\$188,877
Senior Internal Auditor	\$117,283	\$121,857	\$149,535	\$155,367	\$181,787	\$188,877
Senior Manager Operations Support Services	\$117,283	\$121,857	\$149,535	\$155,367	\$181,787	\$188,877
Testing Coordinator	\$117,283	\$121,857	\$149,535	\$155,367	\$181,787	\$188,877
Contracts, Risk & Performance Administrator	\$109,100	\$113,355	\$139,102	\$144,527	\$169,105	\$175,700
Learning and Organization Development Manager	\$109,100	\$113,355	\$139,102	\$144,527	\$169,105	\$175,700
Member Services Manager	\$109,100	\$113,355	\$139,102	\$144,527	\$169,105	\$175,700
Senior Investment Analyst	\$109,100	\$113,355	\$139,102	\$144,527	\$169,105	\$175,700
Internal Auditor	\$91,110	\$94,663	\$118,721	\$123,351	\$146,332	\$152,039
Staff Analyst**	\$87,821	\$91,246	\$107,581	\$111,776	\$127,340	\$132,306

* Director position includes all director level positions, except the Investment Department.

**Staff Analyst position is included in the Finance, Human Resources, Investment, Information Security, Legal and Member Services Departments.

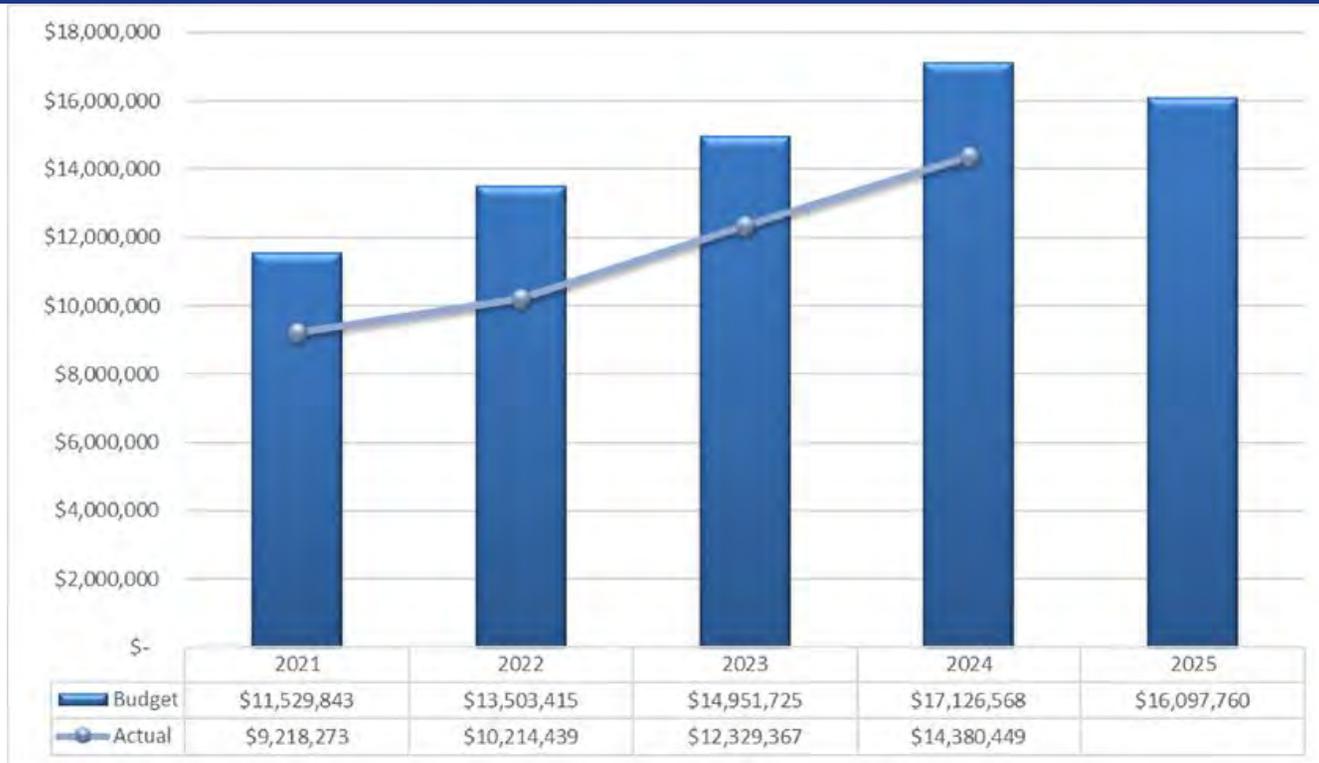




Services and Supplies

\$16,097,760

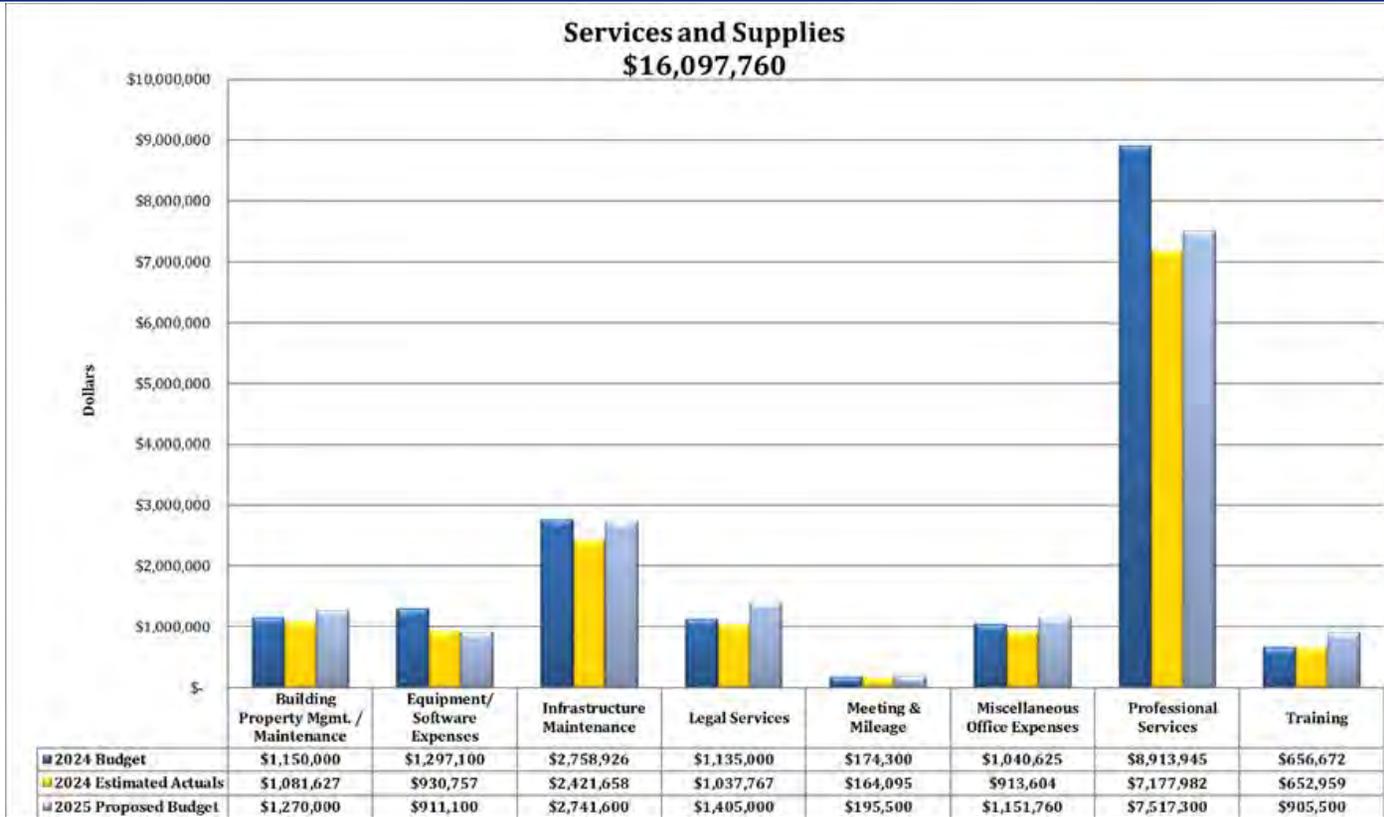
Budget versus Actuals Trend Services and Supplies



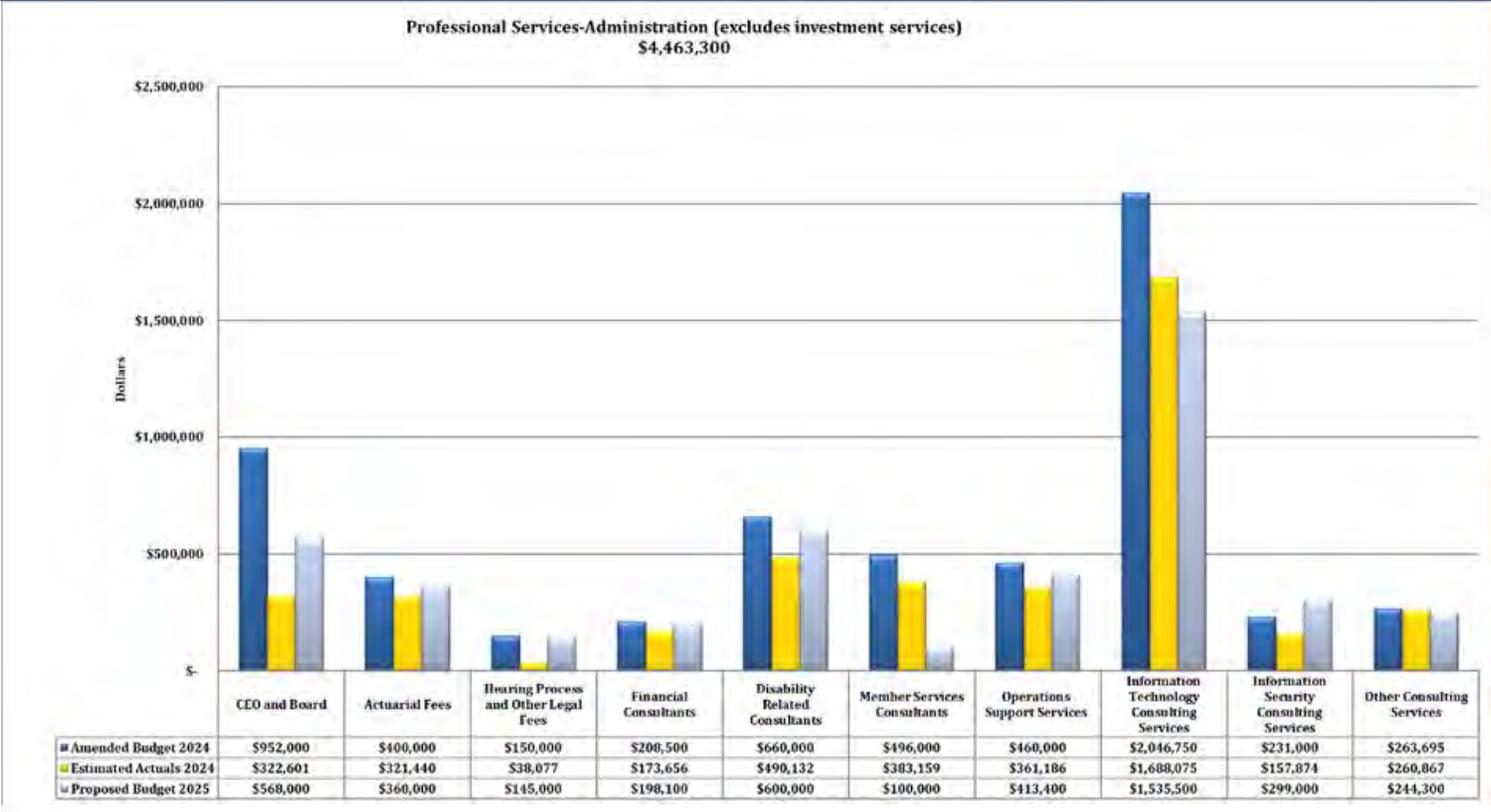
Actuals to Budget % 79.95% 75.64% 82.46% 84.00% N/A
 Amounts may include immaterial rounding differences



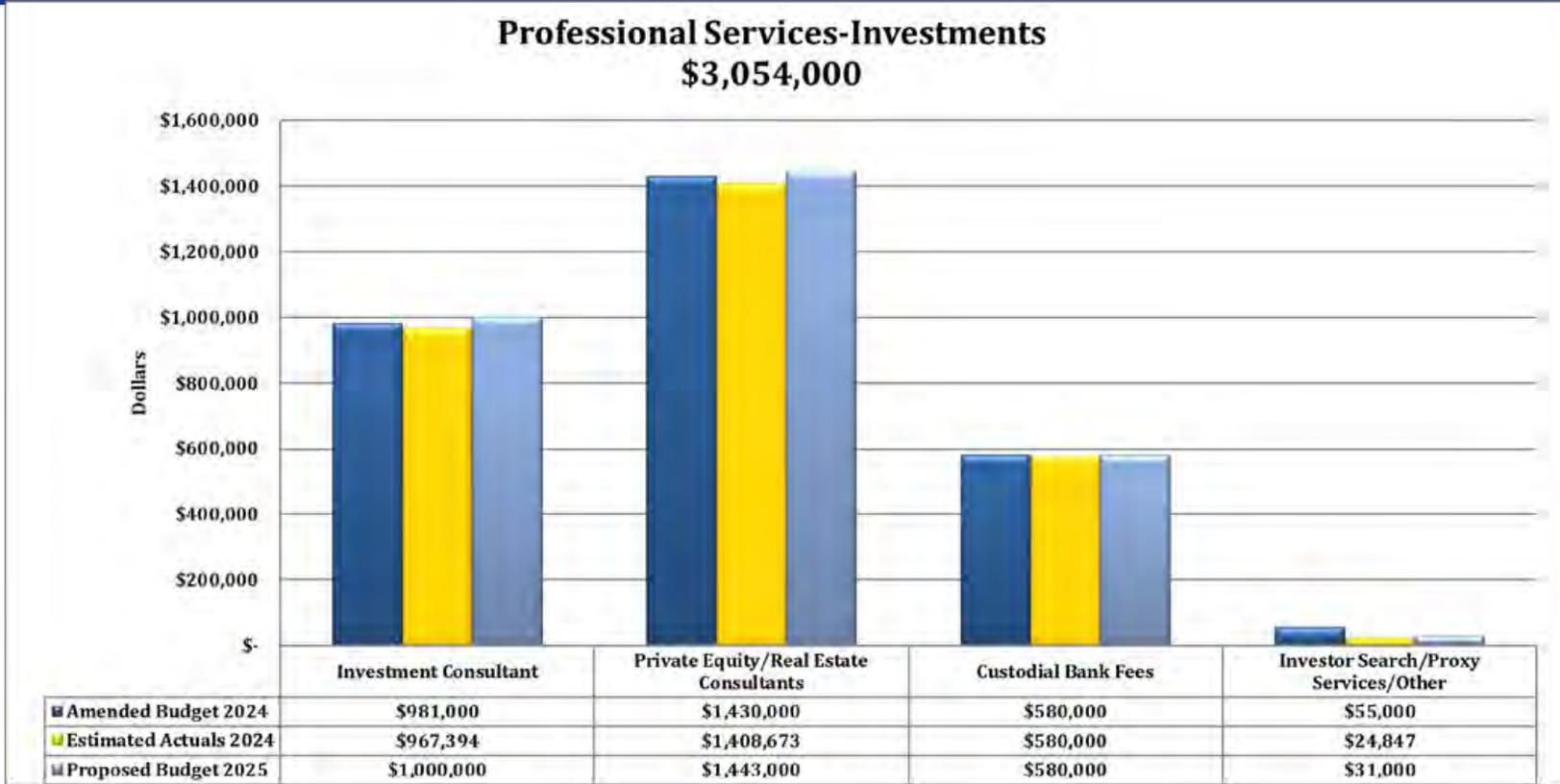
Services and Supplies Current Budget, Estimated Actuals, Proposed Budget



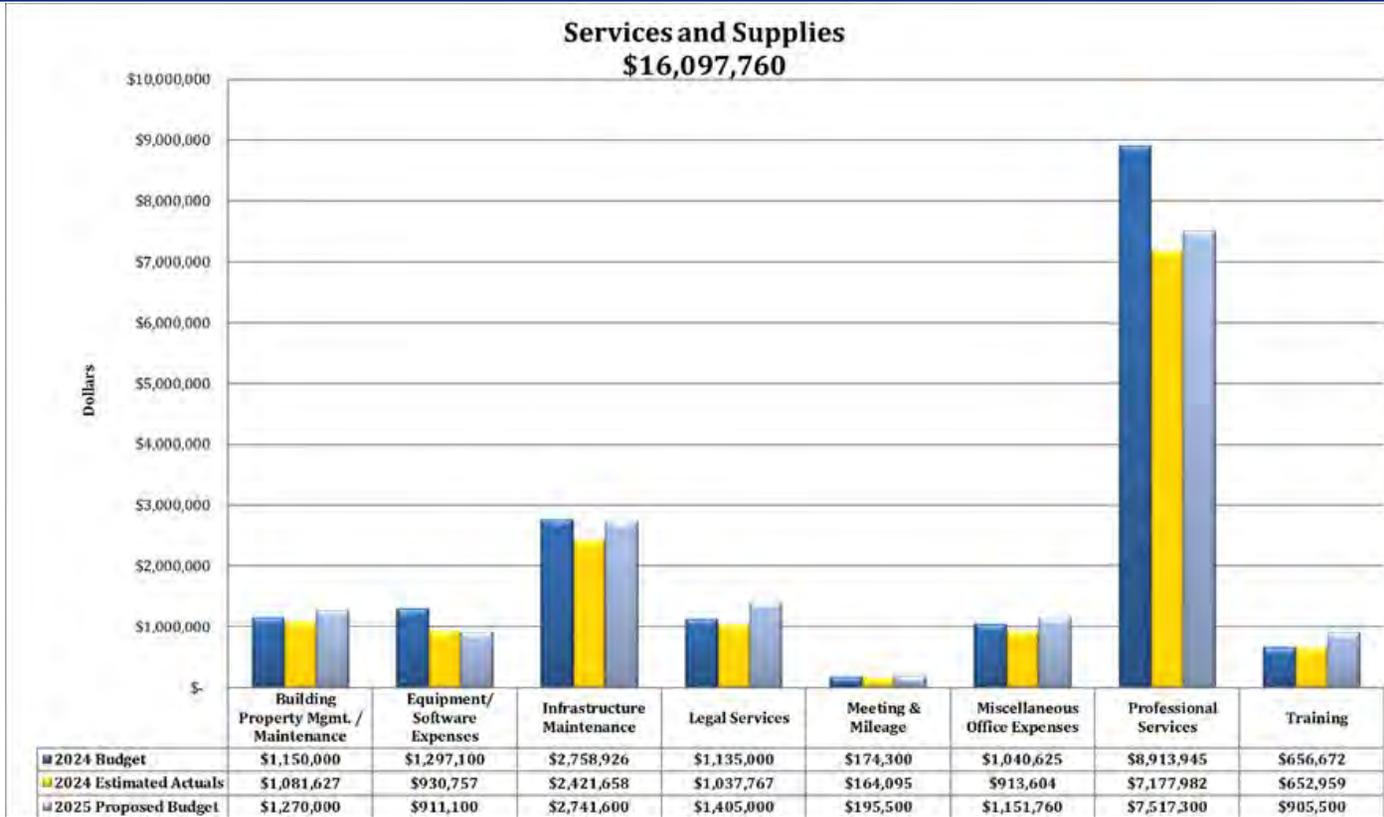
Professional Services - Administration Current Budget, Estimated Actuals, Proposed Budget



Professional Services - Investments Current Budget, Estimated Actuals, Proposed Budget



Services and Supplies Current Budget, Estimated Actuals, Proposed Budget





Capital Expenditures

\$3,750,000

Budget vs. Actuals Trend Capital Expenditures



Actual to Budget % 0% 59.27% 43.63% 31.70% N/A
 Amounts may include immaterial rounding differences



21 Basis Points Test

Orange County Employees Retirement System 21 Basis Points for Budget Year 2025

Projected actuarial accrued liability as of December 31, 2024	\$27,920,705,000
21 basis points of projected actuarial accrued liability	58,633,481
FY25 proposed budget amount subject to 21 basis points limitation ¹	30,306,290
Amount under 21 basis points	\$28,327,191
Budgeted amount expressed as basis points of projected actuarial accrued liability-FY25	10.85
Budgeted amount expressed as basis points of projected actuarial accrued liability-FY24	11.22

¹ Reconciliation of amount subject to 21 basis points limitation:

Total FY25 Proposed Budget	\$ 47,957,279
Less: Investment Expenses	<u>(10,151,889)</u>
Total FY25 Proposed Administrative Budget	37,805,390
Plus: Depreciation Expense	238,400
Less: Information Technology and Information Security Expenses	(3,987,500)
Less: All Capital Expenditures	<u>(3,750,000)</u>
FY25 proposed budget amount subject to 21 basis points limitation	<u>\$ 30,306,290</u>

21 Basis Point History	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>
21 Basis Points	8.86	9.75	10.73	11.22	10.85



Questions?



Thank you!



Brenda Shott

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and Internal Operations



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Tracy Bowman

Director of Finance



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2025
PROPOSED
ADMINISTRATIVE
BUDGET



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ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM

SECTION I – INTRODUCTION

The Proposed Administrative Budget for Fiscal Year 2025 was developed based on the 2025-2027 Strategic and Business Plan and the Personnel Committee’s recommended 2025 Staffing Plan. OCERS’ Mission Statement, Vision Statement, and Values are the foundation for these documents:

Mission Statement:

“We provide secure retirement and disability benefits with the highest standards of excellence.”

Vision Statement:

“To be a trusted partner providing premier pension administration, distinguished by consistent, quality member experiences and prudent financial stewardship.”

Values:

*Open and Transparent
Commitment to Superior Service
Engaged and Dedicated Workforce
Reliable and Accurate
Secure and Sustainable*

The 2025 Administrative Budget reflects OCERS’ continued commitment to:

- **Fund Sustainability:** *Balance the costs of future pension payments with expected future investment risks and returns*
- **Excellent Service and Support:** *Deliver accurate benefits to our members and their beneficiaries ensuring payments are received on time every time*
- **Risk Management:** *Cultivate compliance and risk management functions throughout the enterprise*
- **Talent Management:** *Cultivate a collaborative, inclusive, and creative culture where employees are empowered and communicate freely while recruiting and retaining top talent*
- **Effective Governance:** *Improve the effectiveness and efficiency of the Board and staff by clarifying roles and responsibilities, improving oversight, enhancing accountability, and improving decision making*

ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM

The strategic goals for 2025-2027 were outlined in the Strategic and Business Plan presented to the Board during the Strategic Planning Meeting on September 10-11, 2024, and were formally adopted at the Regular Board Meeting on October 21, 2024. During the same meeting, the Board also approved the 2025 Staffing Plan, as recommended by the Personnel Committee. The approved Staffing Plan, along with the OCERS' Compensation Policy for direct employees and the most recent Memorandum of Understanding between the County of Orange and the Orange County Employees Association (which covers County employees working at OCERS), served as the foundation for developing the personnel costs portion of the proposed Administrative Budget. Additionally, personnel costs include funding for estimated bonuses to eligible Investment Team members, as outlined in the Incentive Compensation Policy.

The proposed 2025 Administrative Budget incorporates the funding of key business plan initiatives aimed at helping OCERS achieve its strategic goals. Many of these initiatives focus on providing excellent service and support by continuously improving business processes and procedures. Central to these efforts is the long-term strategic goal of achieving 100% benefit accuracy, supported by intelligent automation tools such as Robotic Process Automation (RPA), Machine Learning (ML), and Artificial Intelligence (AI). As part of this ongoing initiative, known as "Vision 2030," the budget includes funding for the continued implementation of RPA to automate routine tasks for identified use cases, the advancement of the master repository project to document and streamline business processes, and the development of a cloud-based platform to create and manage applications, workflows, and data.

Other initiatives with budget implications focus on enhancing risk management to ensure a safe and secure work environment and public service facility. This includes designing and constructing a new OCERS headquarters. The budget also allocates funds to support risk management objectives related to information systems that support OCERS' administrative and operational needs. Key initiatives in this area include planning and implementing a migration to a robust cloud-based platform and exploring the use of AI and ML to detect fraudulent transactions within the member self-service portal.

Additionally, the budget supports a talent management initiative aimed at recruiting and retaining a diverse, high-performing workforce to fulfill organizational priorities. This includes continuing the classification and compensation study for County positions at OCERS, in collaboration with the County of Orange. Other talent management initiatives include developing a long-term staffing plan for the Agency and creating a comprehensive talent management program to support succession planning.

2025 Administrative Budget Summary

Staff recommends a 2025 Administrative Budget of \$47,957,279 which is:

- ❖ -\$1.2 million or -2.4% less than the 2024 amended budget
- ❖ \$7.5 million or 18.6% greater than 2024 estimated actuals

ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM

SECTION II – BUDGET POLICIES AND PROCESS***Budget Policies***

OCERS' budgeting framework adheres to specific legal and statutory guidelines, aligning with the requirements for 1937 Act Systems and OCERS' Board of Retirement policies. Budgeting operates on an accrual basis under Generally Accepted Accounting Principles (GAAP).

OCERS' budgeting authority falls under California Government Code Sections 31580.2 and 31596.1, which include the 21-basis point test. This test limits the budget of OCERS' administrative expenses (excluding investment costs and technology expenses) to 0.21% of OCERS' accrued actuarial liability. For FY25, the administrative budget represents 10.85 basis points of the estimated actuarial accrued liability, as detailed in **Appendix C**.

OCERS' Budget Approval Policy outlines the roles, purpose, and procedures for approving OCERS' annual budget, which covers administrative expenses for managing the retirement system. This policy authorizes the Chief Executive Officer (CEO) or the Assistant CEO of Finance & Internal Operations to allocate funds within three primary budget categories: Personnel Costs, Services and Supplies, and Capital Expenditures. Any transfers between these categories or any amendments to the total budget require approval from the Board of Retirement.

Budget Process

OCERS' budget development process begins in August, when each department head prepares budget requests for the following fiscal year. The Director of Finance and Finance Manager-Budgeting then compile these requests to draft budgets for each department. Each department head subsequently meets with the CEO, Assistant CEO of Finance & Internal Operations, and the Director of Finance to review and assess the necessity of each budget line item. This draft budget may go through several iterations before finalization.

Once the CEO has agreed on the budget requests, any proposed goals or initiatives with budget implications are added to the Strategic and Business Plan for the upcoming fiscal year. This plan is presented to the Board of Retirement for discussion and feedback during the annual Strategic Planning Meeting in September. The final Strategic and Business Plan is then approved by the Board in October.

The Personnel Committee also meets to review potential changes to the OCERS' Staffing Plan and compensation-related policies. Their recommendations are brought to the Board, which then has the opportunity to discuss and act on these suggestions during a regularly scheduled meeting. Any decisions and feedback from the Board are incorporated into the proposed final version of the administrative budget, which is then submitted for adoption at the November Board Meeting. If further discussion is needed, adoption may be postponed to the December Board Meeting.

SECTION III – EXECUTIVE SUMMARY - 2025 ADMINISTRATIVE BUDGET

The overall administrative budget for 2025 in the amount of \$47,957,279 is summarized by the following categories of expenses:

- Personnel Costs - \$28,109,519
- Services and Supplies - \$16,097,760
- Capital Expenditures - \$3,750,000

The 2025 Administrative Budget is based on estimates of anticipated expenses for personnel costs, services and supplies, and capital expenditures. It includes the costs of carrying out the current level of services, activities, initiatives, and projects approved by OCERS' Board, as well as the Board approved 2025 Staffing Plan.

Notable components in the 2025 Administrative Budget include:

Personnel Costs:

- Salaries are budgeted at \$16,125,000 to support the Board approved 2025 Staffing Plan consisting of 135 positions (132.5 FTE). Staffing changes include adding 4 new positions and removing 2 vacant positions from the 2025 budgeted headcount:
 - Add one IT Intern position to the Information Technology Department– Extra Help
 - Add two Investment Analyst positions to the Investment Division– OCERS Direct
 - Add the position of a Chief Technology Officer to the Executive Division – OCERS Direct
 - Remove the Deputy General Counsel in the Legal Division – OCERS Direct
 - Remove one Retirement Benefits Technician in the Member Services Department – County

The total estimated annual cost for these staffing changes is \$293,000. The estimated 2025 budget impact is \$168,000 due to the mid-year hiring for one of the Investment Analyst positions.

- An average fringe benefit rate of 55% of total salaries (before FY25 salary and benefit adjustments) - \$9,335,000
- Performance based salary and benefit adjustments for OCERS' direct employees eligible to participate in the annual Performance Management Program based on the Board approved Compensation Policy:
 - A base salary increase of 3.9% equal to the increase in the Employer Cost Index for Salaries and Wages for the previous 12-month period ending September 30,

2024, as published by the U.S. Department of Labor, Bureau of Labor Statistics, for employees whose performance meet expectations; a base increase of 3.9% plus a merit increase of 2.75% for employees whose performance exceeds expectations; and a base increase of 3.9% plus two merit increases totaling 5.50% (2.75% x2) for employees whose performance was exceptional. Merit increases are limited to the maximum approved salary range for each position. The total projected budget impact for these salary and benefit adjustments is \$993,000

- Salary and benefit adjustments related to step increases for approximately 27 County staff not at the top of the established salary range and across the board mid-year 4.0% salary increase for all County staff as dictated by County MOU is estimated at \$272,000
- Estimated bonuses to be paid to eligible Investment Team Members under an incentive compensation program outlined in the Board approved Incentive Compensation Policy - \$421,000
- Annual Leave Payout and Accrual - \$462,000
- Temporary Help - \$54,000
- Overtime - \$122,000
- Certification Pay of 5.5% of salary for employees obtaining the designations of Chartered Financial Analyst, Certified Professional Accountant, Certified Information Systems Security Professional, Certified Internal Auditor and SHRM-Senior Certified Professional (before FY25 salary and benefit adjustments)- \$211,000
- Board Allowance - \$18,000

Services and Supplies:

- New recurring expenses include the following 2025-2027 Strategic and Business Plan initiatives:
 - Talent management program for succession planning - \$97,000
 - Tailored training initiatives for career development - \$85,000
 - AI powered-tool - \$75,000
 - Licenses for implementation of cloud-based platform - \$42,000
 - Document manager and collaboration tool - \$36,000
 - RPA test automation solutions - \$10,000
 - Retirement and benefits education and resources - \$32,000
 - Enhance user experience through increased surveys and analytics – \$10,000

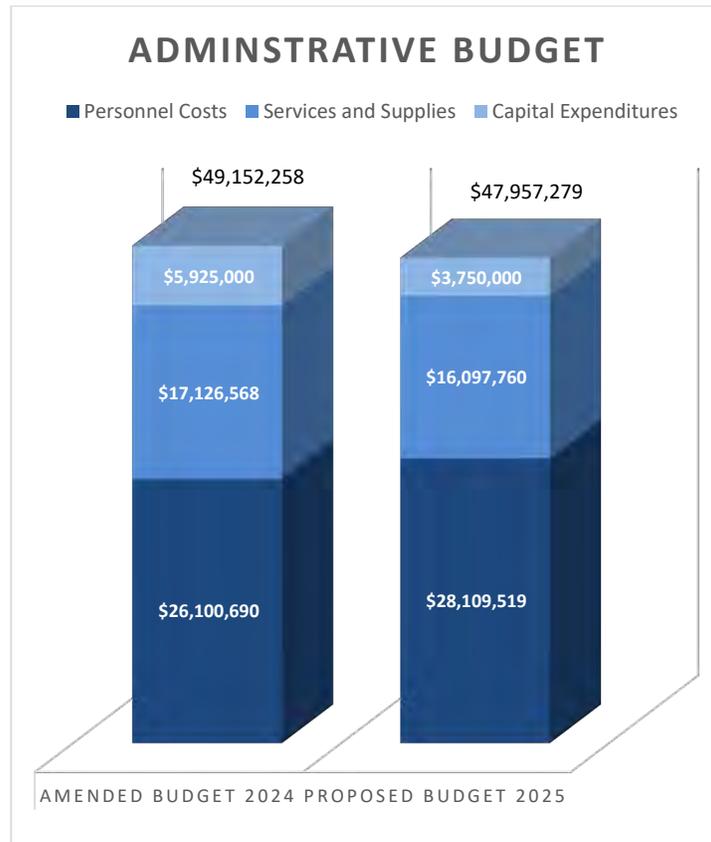
- Non-recurring expenses, including 2025-2027 Strategic and Business Plan Initiatives with an associated implementation cost:
 - Continue master repository project to fully develop and document business processes that will lay a foundation for designing a new PAS - \$360,000
 - Consulting for new PAS - \$250,000
 - Continue the development of RPA to streamline routine tasks for identified use cases - \$200,000
 - Plan and implement the migration of existing data center systems to a cloud - based platform - \$150,000
 - Consultant for migration to document manager and collaboration tool- \$150,000
 - Explore use of AI and ML to detect fraudulent transactions in member self-service portal - \$100,000
 - Data Scientist for PAS data validation and clean-up - \$75,000
 - OCERS Becomes One Project - \$10,000
 - Retirement and education resources for OCERS 80th anniversary event - \$7,000

Capital Expenditures:

- Business Plan initiatives that have costs that meet the criteria for being a capitalized expense:
 - Design and build a replacement OCERS headquarters facility (year 3 estimated cost) - \$3.8 million

SECTION IV –2025 ADMINISTRATIVE BUDGET

Comparison to 2024 Administrative Budget



The total administrative budget for FY25 is approximately \$48.0 million, representing a decrease of \$1.2 million, or 2.4%, compared to the FY24 budget of \$49.2 million. This decrease results from a \$1.0 million reduction in services and supplies and a \$2.2 million decrease in capital expenditures, partially offset by a \$2.0 million increase in personnel costs.

The reduction in services and supplies is mainly due to decreased spending on professional services, equipment, and software. Capital expenditures are set at \$3.8 million, reflecting adjustments based on the anticipated cash flow needed for designing and building the new OCERS headquarters facility in 2025. The increase in personnel costs is primarily driven by higher salaries, increased employer pension contributions, rising healthcare costs, and funding for FY25 salary adjustments.

Further details on the FY25 Proposed Administrative Budget, along with comparisons to the FY24 budget and estimated actuals, are provided in the following ***Administrative Budget Summary***.

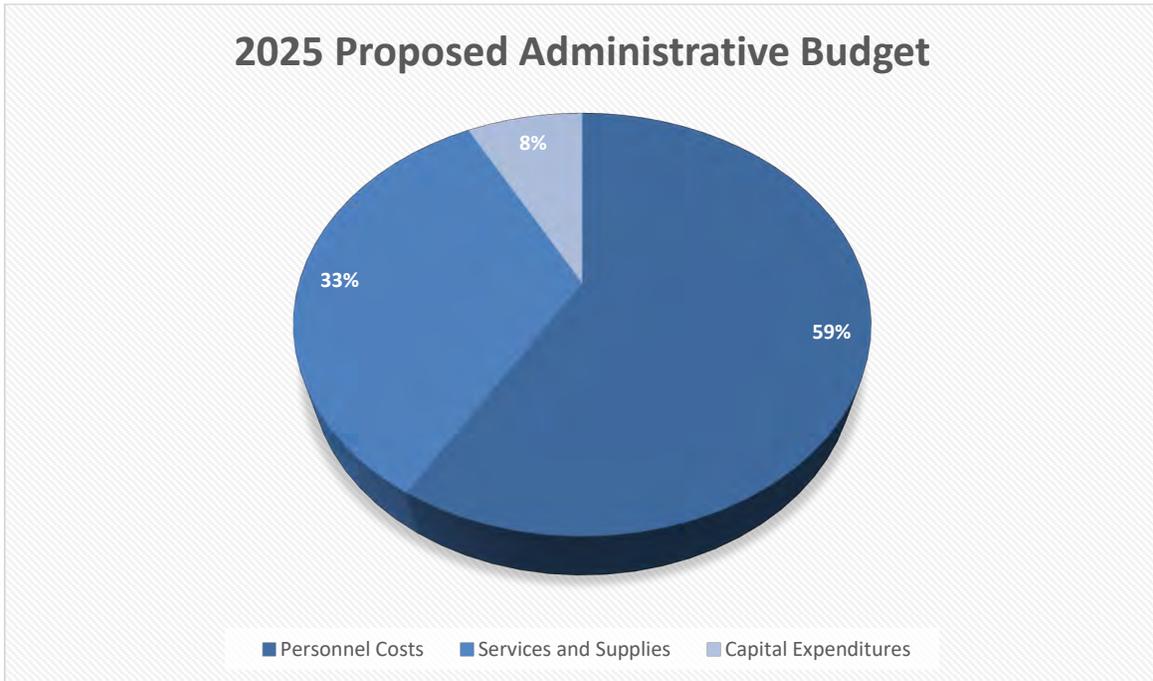
Administrative Budget Summary

The FY25 Administrative Budget adheres to the budgetary limits set by Section 31580.2 of the County Employees Act of 1937, which caps the administrative budget at 0.21% (21 basis points) of OCERS' accrued actuarial liability, excluding certain expenditures, including \$10.2 million in investment-related costs, \$4.0 million for technology (computer software, hardware, and consulting services), \$3.8 million in capital expenditures and adding in depreciation for non-technology capital assets of \$238,000. For FY25, this cap translates to a maximum of \$58.6 million. However, OCERS' budget is well below this limit, with the administrative budget set at 10.85 basis points, or \$28.3 million under the cap. This compliance with the 21-basis point test is further detailed in **Appendix C: 21 Basis Points for Budget Year 2025**.

A summary of the FY24 Administrative Budget compared to FY24 estimated actuals and the FY25 Proposed Administrative Budget compared to FY24 estimated actuals is provided below:

	Amended Budget 2024	Estimated Actuals 2024	2024 (Over)/Under Budget	Proposed Budget 2025	2025 Proposed Budget vs. 2024 Estimated Actuals	
Personnel Costs	\$26,100,690	\$24,725,100	\$1,375,590	\$28,109,519	\$3,384,419	13.7%
Services and Supplies						
Building Prop Mgmt/Maint	1,150,000	1,081,627	68,373	1,270,000	188,373	17.4%
Equipment and Software	1,297,100	930,757	366,343	911,100	(19,657)	-2.1%
Infrastructure Maintenance	2,758,926	2,421,658	337,268	2,741,600	319,942	13.2%
Legal Services	1,135,000	1,037,767	97,233	1,405,000	367,233	35.4%
Meetings and Related Costs	174,300	164,095	10,205	195,500	31,405	19.1%
Miscellaneous Office Expense	1,040,625	913,604	127,021	1,151,760	238,156	26.1%
Professional Services	8,913,945	7,177,982	1,735,963	7,517,300	339,318	4.7%
Training	656,672	652,959	3,713	905,500	252,541	38.7%
Services and Supplies	17,126,568	14,380,449	2,746,119	16,097,760	1,717,311	11.9%
Capital Expenditures	5,925,000	1,878,353	4,046,647	3,750,000	1,871,647	99.6%
Administrative Expense Total	\$49,152,258	\$40,983,902	\$8,168,356	\$47,957,279	\$6,973,377	17.0%

*Capital expenditures represent purchases of assets to be amortized in future periods.



Personnel Costs

A summary of the FY24 budgeted personnel costs compared to FY24 estimated actuals and the FY25 proposed budgeted personnel costs compared to FY24 estimated actuals is provided below:

	Amended Budget 2024	Estimated Actuals 2024	2024 (Over)/Under Budget	Proposed Budget 2025	2025 Proposed Budget vs. 2024 Estimated Actuals	
Personnel Costs:						
Annual Salary	\$14,598,697	\$13,694,111	\$904,586	\$16,125,009	\$2,430,898	17.8%
Fringe Benefits	8,969,105	8,561,437	407,668	9,335,212	773,775	9.0%
Salary and Benefit Adjustments*	964,378	964,378	0	1,265,121	300,743	31.2%
Investment Incentive Pay	425,000	408,364	16,636	421,000	12,636	3.1%
Annual Leave Payout and Accrual	524,075	467,386	56,689	462,000	(5,386)	-1.2%
Temporary Help	237,960	229,304	8,656	54,000	(175,304)	-76.5%
Overtime	105,000	141,139	(36,139)	122,400	(18,739)	-13.3%
Certification Pay	160,475	169,986	(9,511)	210,777	40,791	24.0%
Tuition Reimbursement	100,000	75,695	24,305	96,000	20,305	26.8%
Board Allowance	16,000	13,300	2,700	18,000	4,700	35.3%
Total Personnel Costs	\$26,100,690	\$24,725,100	\$1,375,590	\$28,109,519	\$3,384,419	13.7%

*All salary adjustments (excluding Investment Team incentive bonuses) are budgeted in the Human Resources Department until awarded.

The proposed FY25 budget for personnel costs was developed in alignment with OCERS' Compensation Policy for direct employees, the latest Memorandum of Understanding (MOU) between the County of Orange and the Orange County Employees Association (which applies to County employees working at OCERS), and OCERS' Incentive Compensation Policy. The Incentive Compensation Policy outlines the incentive program available to eligible members of the investment team. These policies collectively guide the development of the personnel budget, ensuring consistency with established compensation practices and agreements.

Personnel Costs for 2025 are \$28.1 million and represent 58.6% of the total Administrative Budget. Personnel costs are detailed by department in **Appendix B - OCERS Personnel Costs by Department 2025 Budget** and **2025 Personnel Costs by Department and Classification Before Salary Adjustments** and include salaries, fringe benefits (e.g., health insurances, pension contributions, retiree medical plans, and deferred compensation), salary and benefit adjustments, annual leave payout and accrual, temporary help costs, overtime, certification pay for Board-approved certifications, tuition reimbursement and Board allowance for meeting attendance.

The total personnel costs budget for FY25 is \$3.4 million or 13.7% higher than the FY24 estimated actuals. This increase is primarily driven by the inclusion of \$964,000 in performance and salary adjustments from FY24, which are now part of the annual salary base for FY25. Additionally, the budget reflects the addition of four new positions, offset by the removal of two vacant roles, as approved in the 2025 Staffing Plan, resulting in a \$168,000 increase. The rise in personnel costs is also attributed to delays in filling vacant positions during FY24, such as a Finance Manager and various positions in Member Services and IT. Furthermore, the increase includes a \$774,000 rise in fringe benefits (before FY25 salary and benefit adjustments), largely due to higher employer pension contributions, rising healthcare costs, and the overall impact of higher salaries.

The FY25 Administrative Budget for personnel costs includes the following components:

- Salaries are budgeted at \$16,125,000 to support the Board approved 2025 Staffing Plan consisting of 135 positions (132.5 FTE). Staffing changes include adding 4 new positions and removing 2 vacant positions from the 2025 budgeted headcount:
 - Add one IT Intern position to the Information Technology Department– Extra Help
 - Add two Investment Analyst positions to the Investment Division– OCERS Direct
 - Add the position of a Chief Technology Officer to the Executive Division – OCERS Direct
 - Remove the Deputy General Counsel in the Legal Division – OCERS Direct
 - Remove one Retirement Benefits Technician in the Member Services Department – County

The total estimated annual cost for these staffing changes is \$293,000. The estimated 2025 budget impact is \$168,000 due to the mid-year hiring for one of the Investment Analyst positions.

- An average fringe benefit rate of 55% of total salaries (before FY25 salary and benefit adjustments) - \$9,335,000
- Performance based salary and benefit adjustments for OCERS' direct employees eligible to participate in the annual Performance Management Program based on the Board approved Compensation Policy:
 - A base salary increase of 3.9% equal to the increase in the Employer Cost Index for Salaries and Wages for the previous 12-month period ending September 30, 2024, as published by the U.S. Department of Labor, Bureau of Labor Statistics, for employees whose performance meet expectations; a base increase of 3.9% plus a merit increase of 2.75% for employees whose performance exceeds expectations; and a base increase of 3.9% plus two merit increases totaling 5.50% (2.75% x2) for employees whose performance was exceptional. Merit increases are limited to the maximum approved salary range for each position. The total projected budget impact for these salary and benefit adjustments is \$993,000
- Salary and benefit adjustments related to step increases for approximately 27 County staff not at the top of the established salary range and across the board mid-year 4.0% salary increase for all County staff as dictated by County MOU is estimated at \$272,000
- Estimated bonuses to be paid to eligible Investment Team Members under an incentive compensation program outlined in the Board approved Incentive Compensation Policy - \$421,000
- Annual Leave Payout and Accrual - \$462,000
- Temporary Help - \$54,000
- Overtime - \$122,000
- Certification Pay of 5.5% of salary for employees obtaining the designations of Chartered Financial Analyst, Certified Professional Accountant, Certified Information Systems Security Professional, Certified Internal Auditor and SHRM-Senior Certified Professional (before FY25 salary and benefit adjustments)- \$211,000
- Board Allowance - \$18,000

The full list of budgeted positions and the related budgeted costs can be found in **Appendix B - OCERS Personnel Costs by Department 2025 Budget** and **2025 Personnel Costs by Department and Classification Before Salary Adjustments**.

Salary Ranges

In accordance with OCERS' Compensation Policy, adopted October 21, 2013 and revised on June 21 2021, the CEO will be responsible for ensuring that the Board-approved salary ranges are reviewed at least every five years to ensure that they remain competitive, and will promptly inform the Board of the results of each such review. The CEO may retain a compensation consultant for purposes of undertaking this review. If the CEO believes adjustments to the salary ranges may be necessary, the CEO will promptly present his or her recommendations to the Board for the Board's approval of any adjustments to the salary ranges. In each year in which salary ranges are not reviewed, the salary ranges will be automatically increased by the amount, if any, of the increase in the Employer Cost Index for Salaries and Wages for the previous 12-month period, as published by the U.S. Department of Labor, Bureau of Labor Statistics. Salary adjustments are made through the Performance Management Program as previously discussed. For details of all OCERS' direct salary ranges please refer to **Appendix F – OCERS' Direct Employees Salary Ranges**

Services and Supplies

Services and Supplies costs for 2025 are \$16.1 million, which is 33.6% of the total Administrative Budget. Included in Services and Supplies are administrative and investment professional services, legal services, equipment expenses (other than those that are capitalized on OCERS' books as assets that will be depreciated over time and budgeted as a capital expenditure), infrastructure maintenance costs, office expenses, training, and meetings and related costs. These expenses are broken down by department in ***Appendix A – Five Year Budget – Department and Account as of December 31, 2025*** and summarized below:

- **Building Management and Maintenance** budgeted at \$1,270,000 represents 2.6% of the overall Administrative Budget and is related to funds to manage and maintain the building. Expenses include security, utilities, property taxes, insurance, and maintenance contracts. The FY25 budget is \$188,000 higher than FY24 estimated actuals due to increases in non-capitalizable building improvements, higher costs for utilities and building maintenance related to persistent high inflation, as well as a reduction in rental income due to the vacancy of a long-term tenant.
- **Equipment and Software** is budgeted at \$911,000, representing 1.9% of the total Administrative Budget. This category includes:
 - \$560,000 for investment-related software
 - \$211,000 for information security software and tools
 - \$139,000 for procuring additional equipment, including new laptops and accessories for employees, as well as audio-visual upgrades for the boardroom

The FY25 budget is significantly lower than the FY24 budget of \$1,297,000. The reduction is mainly due to the exclusion of:

- \$250,000 for an electronic content/document management system, which has been deferred and will be included as part of the new PAS project
 - \$150,000 for a test automation solution, which was replaced by an alternative cloud-based solution at a much lower cost of \$10,000.
- **Infrastructure Maintenance** is budgeted at \$2,742,000, which represents 5.7% of the total Administrative Budget. This category has increased by approximately \$320,000 or 13.2% compared to FY24 estimated actuals. The increase is primarily due to the following factors:
 - Cloud subscription costs: A rise in the number of licenses for both current and new cloud-based software subscriptions, including office software, disability case management, project management, accounting, financial management, and vendor risk management software. These subscriptions total \$914,000

- PAS maintenance: The budget includes \$544,000 for PAS licensing and support, as well as additional costs for PAS-related support hours of \$120,000 needed for imaging migration, new End User License Agreements (EULA), and enhancements for member communications via the MSS portal
- Oracle consulting, licensing, and support: \$266,000
- Other infrastructure maintenance: This includes maintenance for co-location data center facilities, hardware and mobile device licensing, software maintenance, support, and security, which totals \$880,000

These increases reflect necessary adjustments to support OCERS' expanding infrastructure and software systems, ensuring continued maintenance and enhancement of key operational tools and services.

- **Legal Services** budgeted at \$1,405,000 are 2.9% of the total Administrative Budget and consist of fees paid to OCERS' external fiduciary counsel, labor attorney, litigation counsel, tax attorney, and investment related legal services. These fees are budgeted for use on an as-needed basis. The FY25 budget is \$367,000 or 35.4% higher than FY24 estimated actuals due to an expected increase in potential litigation costs.
- **Meetings and Related Costs** is budgeted at \$196,000, representing 0.4% of the total Administrative Budget. The majority of this expense, \$120,000, is allocated for due diligence meetings, covering travel costs for investment-related meetings. The remainder of the budget includes costs for committee and board meetings, as well as employee-related meetings. This budget has increased by \$31,000 or 19.1% compared to FY24 estimated actuals, primarily due to:
 - Increase in investment staff, leading to more participation in due diligence and related meetings
 - Higher travel costs associated with these meetings

This increase reflects OCERS' growing needs in investment-related meetings.

- **Miscellaneous Office Expense** is budgeted at \$1.2 million, accounting for 2.4% of the total Administrative Budget. This represents an increase of \$111,000 over the FY24 budget and an estimated \$238,000 or 26.1% increase from FY24 estimated actuals. The primary drivers of this increase include a \$73,000 rise in new subscriptions related to Investments and Compliance, along with the following reclassifications:
 - \$38,000 from investment-related equipment and software to subscriptions and periodicals
 - \$27,000 reclassified from professional services and training to subscriptions and periodicals for Human Resources
 - \$27,000 reclassification from professional services to subscriptions and periodicals for Member Services

Additional cost increases in miscellaneous office expense are attributed to office supplies, postage, printing, and leased equipment.

- **Professional Services** is budgeted at \$7.5 million, making up the largest portion of Services and Supplies and representing 15.7% of the total Administrative Budget. This amount is \$1.4 million lower than the FY24 budget, but \$339,000 or 4.7% higher than the FY24 estimated actuals.

The budget decrease from FY24 to FY25 is largely due to the following reductions:

- Alameda-related consultants: Reduced by \$521,000 as the project concluded in FY24
- Roboyo consulting: Budgeted at \$200,000 for FY25, a decrease of \$450,000 from FY24 budget of \$650,000 as the maintenance of existing RPA and future RPA development will be done in-house
- Master Repository Project: Brought in-house, reducing the budget by \$290,000 from \$650,000 in FY24 to \$360,000 in FY25

Additionally, the FY25 Professional Services budget includes:

- Investment-related consulting fees: \$3.0 million
- Other IT and Information Security consulting and professional services: \$1.4 million
- Actuarial and audit fees: \$558,000
- Medical panel reviews: \$600,000
- Insurance brokerage services: \$333,000
- PAS consultants: \$250,000
- Data scientist for PAS data validation and cleanup: \$75,000

These allocations reflect ongoing and new needs across various operational and strategic areas for OCERS.

- **Training** is budgeted at \$906,000, representing 1.9% of the total Administrative Budget. This amount reflects an increase of approximately \$253,000 or 38.7% over the FY24 estimated actuals. The increase is mainly due to:
 - Growth in staff and a higher number of employees attending training
 - Higher travel costs associated with out-of-town conferences

In addition to general training expenses, the FY25 budget includes \$269,000 for supporting talent management business initiatives. This funding will continue the implementation of a comprehensive training program tailored to individual needs and career goals, fostering a talent management mindset and helping create succession plans across OCERS. These initiatives reflect a strategic focus on developing staff and preparing for future leadership needs within the agency.

Capital Expenditures

Capital Expenditures is budgeted at \$3.8 million, representing 7.8% of the total Administrative Budget. This allocation is \$2.2 million lower than the FY24 budget and approximately \$1.9 million below the FY24 estimated actuals. The FY25 Capital Expenditures budget reflects adjustments based on the anticipated cash flow needed for designing and building the new OCERS headquarters facility in 2025.

APPENDIX

Appendix A

OCERS

Five Year Budget - Department and Account

As of Date:

12/31/2025

Account No. & Name	Year Ended	Year Ended	Year Ended	Year Ended	Year Ending
	December	December	December	December	12/31/2025
	Budget 2021	Amended Budget 2022	Budget 2023	Amended Budget 2024	Proposed Budget 2025
Administrative Expenses					
D0001 Board					
Board Personnel Costs	\$ 18,900	\$ 18,000	\$ 16,000	\$ 16,000	\$ 18,000
Board Services and Supplies					
61000 - Professional Services	92,000	100,120	10,000	77,000	108,000
66100 - Training and Related Costs	78,400	126,000	120,000	127,500	173,500
66150 - Meetings and Related Costs	17,500	20,000	20,000	25,000	26,000
66200 - Memberships	20,050	20,050	20,500	43,000	22,300
Total Board Services and Supplies	207,950	266,170	170,500	272,500	329,800
Total Board	\$ 226,850	\$ 284,170	\$ 186,500	\$ 288,500	\$ 347,800
D0002 Internal Audit					
Internal Audit Personnel Costs					
Salaries and Wages	312,789	340,816	548,563	609,186	719,293
Fringe Benefits	165,202	186,464	337,418	352,006	384,668
Total Internal Audit Personnel Costs	477,991	527,280	885,981	961,192	1,103,961
Internal Audit Services and Supplies					
61000 - Professional Services	134,250	161,840	143,000	83,945	66,000
66100 - Training and Related Costs	10,440	13,900	21,280	19,510	30,000
66150 - Meetings and Related Costs	100	100	100	100	100
66200 - Memberships	1,295	1,345	2,495	2,304	3,000
66400 - Subscriptions and Periodicals	200	100	100	100	400
Total Internal Audit Services and Supplies	146,285	177,285	166,975	105,959	99,500
Total Internal Audit	\$ 624,276	\$ 704,565	\$ 1,052,956	\$ 1,067,151	\$ 1,203,461
D0010 Executive					
Executive Personnel Costs					
Salaries and Wages	971,053	1,060,302	1,261,866	1,411,174	1,823,003
Fringe Benefits	528,598	582,184	739,177	810,280	1,061,477
Total Executive Personnel Costs	1,499,651	1,642,486	2,001,043	2,221,454	2,884,480
Executive Services and Supplies					
61000 - Professional Services	265,000	440,000	600,000	875,000	460,000
61301 - Actuarial Fees	400,000	375,000	450,000	400,000	360,000
66100 - Training and Related Costs	45,450	51,100	53,000	71,000	103,000
66150 - Meetings and Related Costs	10,500	14,750	12,000	25,000	24,000
66200 - Memberships	6,350	6,540	28,150	30,000	28,360
66400 - Subscriptions and Periodicals	1,750	800	1,200	1,450	1,500
Total Executive Services and Supplies	729,050	888,190	1,144,350	1,402,450	976,860
Total Executive	\$ 2,228,701	\$ 2,530,676	\$ 3,145,393	\$ 3,623,904	\$ 3,861,340
D0020 Legal					
Legal Personnel Costs					
Salaries and Wages	1,012,540	1,079,223	1,299,473	1,336,155	1,261,699
Fringe Benefits	517,764	580,518	767,489	744,478	713,383
Total Legal Personnel Costs	1,530,304	1,659,741	2,066,962	2,080,633	1,975,082
Legal Services and Supplies					
61000 - Professional Services	202,000	202,000	250,000	150,000	125,000
62030 - Legal Services - Investment Related	600,000	600,000	500,000	500,000	650,000
62100 - Legal Services - Tax Advice and General Matters	35,000	35,000	150,000	185,000	130,000
62200 - Legal Services - Board and Fiduciary	125,000	125,000	0	0	100,000
62300 - Legal Services - Other Litigation	200,000	200,000	450,000	450,000	525,000
66100 - Training and Related Costs	20,000	20,000	20,000	20,000	30,000
66150 - Meetings and Related Costs	2,000	2,000	2,000	2,000	1,500
66200 - Memberships	5,000	5,000	4,000	5,000	5,000
66400 - Subscriptions and Periodicals	12,500	12,500	13,000	15,000	20,000
66500 - Postage and Delivery Costs - Regular Postage	0	0	0	100	100
Total Legal Services and Supplies	1,201,500	1,201,500	1,389,000	1,327,100	1,586,600
Total Legal	\$ 2,731,804	\$ 2,861,241	\$ 3,455,962	\$ 3,407,733	\$ 3,561,682
D0021 Compliance					
Compliance Services and Supplies					
61000 - Professional Services	0	0	0	0	20,000
66100 - Training and Related Costs	0	0	0	0	18,200
66150 - Meetings and Related Costs	0	0	0	0	200
66200 - Memberships	0	0	0	0	1,200
66400 - Subscriptions and Periodicals	0	0	0	0	22,500
Total Compliance Services and Supplies	0	0	0	0	62,100
Total Compliance	0	0	0	0	62,100
D0030 Investments					

Appendix A

OCERS

Five Year Budget - Department and Account

As of Date:

12/31/2025

Account No. & Name	Year Ended	Year Ended	Year Ended	Year Ended	Year Ending
	December	December	December	December	12/31/2025
	Budget 2021	Amended Budget 2022	Budget 2023	Amended Budget 2024	Proposed Budget 2025
Investments Personnel Costs					
Salaries and Wages	1,663,161	1,810,917	2,093,296	2,918,505	3,494,114
Fringe Benefits	852,200	960,155	1,160,135	1,363,491	1,718,775
Total Investments Personnel Costs	2,515,361	2,771,072	3,253,431	4,281,996	5,212,889
Investments Services and Supplies					
61300 - Professional Services - Admin. Non 21 Basis Points	99,999	0	0	0	0
61500 - Prof Services - Investment Related - Investment Consultant	2,618,502	3,275,000	965,650	981,000	1,000,000
61501 - Prof Services - Investment Related - Other Consultants	0	0	1,408,330	1,430,000	1,443,000
61502 - Prof Services - Investment Related - Custodian Services	0	0	585,000	580,000	580,000
61503 - Prof Services - Investment Related - Other Services	0	0	55,260	55,000	31,000
64000 - Equipment and Software	10,000	0	0	0	0
64030 - Equipment and Software - Investment Related	0	25,000	40,000	40,000	0
66100 - Training and Related Costs	8,000	8,000	10,000	0	20,000
66130 - Due Diligence Expenses	0	100,000	130,000	100,000	120,000
66150 - Meetings and Related Costs	16,000	16,000	10,000	10,000	15,000
66200 - Memberships	16,500	27,000	20,000	25,000	30,000
66400 - Subscriptions and Periodicals	35,000	35,000	40,500	35,000	130,000
Total Investments Services and Supplies	2,804,001	3,486,000	3,264,740	3,256,000	3,369,000
Total Investments	\$ 5,319,362	\$ 6,257,072	\$ 6,518,171	\$ 7,537,996	\$ 8,581,889
D0041 Communications					
Communications Personnel Costs					
Salaries and Wages	197,741	207,790	278,844	221,454	265,641
Fringe Benefits	110,477	123,767	170,258	129,556	134,644
Total Communications Personnel Costs	308,218	331,557	449,102	351,010	400,285
Communications Services and Supplies					
61000 - Professional Services	50,000	25,000	45,000	10,000	20,000
64000 - Equipment and Software	2,500	1,000	0	1,000	1,000
66100 - Training and Related Costs	5,000	5,000	2,500	5,625	18,500
66150 - Meetings and Related Costs	150	150	150	0	2,000
66200 - Memberships	0	0	0	550	800
66300 - Office Supplies	10,000	10,000	10,000	21,500	20,000
66501 - Postage and Delivery Costs - Quarterly Newsletters	65,000	35,000	76,000	99,000	100,000
66502 - Postage and Delivery Costs - Mass Mailings	40,000	40,000	20,000	20,000	14,000
66550 - Printing Costs - Other	0	0	0	5,000	5,000
66551 - Printing Costs - Quarterly Newsletters	40,000	25,000	50,000	70,000	100,000
66552 - Printing Costs - Brochures	10,000	17,000	5,000	20,000	10,000
66553 - Printing Costs - Annual Report	12,000	12,000	12,000	10,000	5,000
Total Communications Services and Supplies	234,650	170,150	220,650	262,675	296,300
Total Communications	\$ 542,868	\$ 501,707	\$ 669,752	\$ 613,685	\$ 696,585
D0042 Disability					
Disability Personnel Costs					
Salaries and Wages	368,445	386,192	426,878	627,575	653,530
Fringe Benefits	246,803	277,120	239,444	386,421	337,983
Total Disability Personnel Costs	615,248	663,312	666,322	1,013,996	991,513
Disability Services and Supplies					
61000 - Professional Services	295,000	510,000	560,000	660,000	600,000
66100 - Training and Related Costs	3,600	7,870	36,320	12,000	12,000
66150 - Meetings and Related Costs	250	250	250	250	250
66200 - Memberships	0	0	0	0	1,000
Total Disability Services and Supplies	298,850	518,120	596,570	672,250	613,250
Total Disability	\$ 914,098	\$ 1,181,432	\$ 1,262,892	\$ 1,686,246	\$ 1,604,763
D0043 Member Services					
Member Services Personnel Costs					
Salaries and Wages	2,901,456	3,790,259	3,969,264	4,177,164	4,652,794
Fringe Benefits	1,554,932	2,164,338	2,495,374	2,518,477	2,517,046
Total Member Services Personnel Costs	4,456,388	5,954,597	6,464,638	6,695,641	7,169,840
Member Services Services and Supplies					
61000 - Professional Services	20,000	24,000	525,000	496,000	100,000
66100 - Training and Related Costs	18,800	17,000	10,000	10,750	37,200
66150 - Meetings and Related Costs	250	250	250	2,500	1,500
66200 - Memberships	0	0	0	1,000	1,000
66400 - Subscriptions and Periodicals	0	0	0	0	27,000
Total Member Services Services and Supplies	39,050	41,250	535,250	510,250	166,700
Total Member Services	\$ 4,495,438	\$ 5,995,847	\$ 6,999,888	\$ 7,205,891	\$ 7,336,540
D0051 Finance					

Appendix A

OCERS

Five Year Budget - Department and Account

As of Date:

12/31/2025

Account No. & Name	Year Ended	Year Ended	Year Ended	Year Ended	Year Ending
	December	December	December	December	12/31/2025
	Budget 2021	Amended Budget 2022	Budget 2023	Amended Budget 2024	Proposed Budget 2025
Finance Personnel Costs					
Salaries and Wages	958,248	1,009,068	992,345	1,124,957	1,328,411
Fringe Benefits	506,514	571,638	636,004	664,146	745,377
Total Finance Personnel Costs	1,464,762	1,580,706	1,628,349	1,789,103	2,073,788
Finance Services and Supplies					
61000 - Professional Services	188,410	21,400	22,000	22,000	23,600
61010 - Professional Services - Bank Fees	0	30,000	36,000	38,000	33,000
61020 - Professional Services - External Audit Fees	0	129,000	117,300	118,500	119,500
61300 - Professional Services - Admin. Non 21 Basis Points	0	47,000	38,000	30,000	22,000
66100 - Training and Related Costs	9,000	10,500	10,500	21,000	17,000
66150 - Meetings and Related Costs	250	250	250	250	250
66200 - Memberships	4,300	4,800	4,800	5,200	6,800
66400 - Subscriptions and Periodicals	1,000	1,000	1,000	1,000	1,000
Total Finance Services and Supplies	202,960	243,950	229,850	235,950	223,150
Total Finance	\$ 1,667,722	\$ 1,824,656	\$ 1,858,199	\$ 2,025,053	\$ 2,296,938
D0052 Human Resources					
Human Resources Personnel Costs					
Salaries and Wages	643,552	607,155	1,784,754	1,775,588	968,878
Fringe Benefits	362,992	412,203	476,753	531,794	571,742
Total Human Resources Personnel Costs	1,006,544	1,019,358	2,261,507	2,307,382	1,540,620
Human Resources Services and Supplies					
61000 - Professional Services	98,500	145,500	64,000	109,750	120,000
61052 - Professional Services - Recruitment Costs	0	0	71,300	60,000	38,300
66100 - Training and Related Costs	191,450	230,850	221,000	224,687	295,500
66150 - Meetings and Related Costs	10,000	10,000	5,600	5,500	500
66200 - Memberships	11,400	12,000	6,000	6,421	9,700
66302 - Office Supplies - Ergonomics	0	0	0	10,000	10,000
66400 - Subscriptions and Periodicals	0	0	0	0	26,900
Total Human Resources Services and Supplies	311,350	398,350	367,900	416,358	500,900
Total Human Resources	\$ 1,317,894	\$ 1,417,708	\$ 2,629,407	\$ 2,723,740	\$ 2,041,520
D0053 Information Security					
Information Security Personnel Costs					
Salaries and Wages	335,917	363,011	461,058	512,255	575,214
Fringe Benefits	166,057	188,558	268,355	289,556	297,185
Total Information Security Personnel Costs	501,974	551,569	729,413	801,811	872,399
Information Security Services and Supplies					
61000 - Professional Services	115,000	40,000	103,000	118,000	126,000
61300 - Professional Services - Admin. Non 21 Basis Points	180,000	205,000	128,000	113,000	173,000
64000 - Equipment and Software	196,000	321,000	401,100	186,000	211,000
66100 - Training and Related Costs	49,000	46,000	54,000	54,000	60,000
66150 - Meetings and Related Costs	500	500	500	500	500
66200 - Memberships	1,850	3,000	3,000	3,000	3,000
66400 - Subscriptions and Periodicals	500	500	500	500	500
Total Information Security Services and Supplies	542,850	616,000	690,100	475,000	574,000
Total Information Security	\$ 1,044,824	\$ 1,167,569	\$ 1,419,513	\$ 1,276,811	\$ 1,446,399
D0054 Information Technology					
Information Technology Personnel Costs					
Salaries and Wages	1,065,748	1,359,189	1,732,159	1,856,421	2,000,937
Fringe Benefits	552,702	748,505	966,737	1,014,223	1,087,030
Total Information Technology Personnel Costs	1,618,450	2,107,694	2,698,896	2,870,644	3,087,967
Information Technology Services and Supplies					
61000 - Professional Services	446,000	292,000	172,500	471,750	260,500
61300 - Professional Services - Admin. Non 21 Basis Points	1,167,400	1,410,000	1,265,000	1,575,000	1,275,000
63000 - Infrastructure Maintenance	854,700	1,196,300	309,750	436,250	574,200
63010 - InfraMte - Cloud Subscriptions	0	0	445,250	971,473	914,200
63020 - InfraMte - Equipment Maintenance	0	0	19,500	11,500	6,500
63030 - InfraMte - Software Maintenance	0	0	297,985	303,432	301,400
63040 - InfraMte - PAS Maintenance	0	0	884,655	1,036,271	945,300
64000 - Equipment and Software	878,000	845,000	358,000	640,100	139,100
64030 - Equipment and Software - Investment Related	0	0	282,000	430,000	560,000
65100 - Equipment - Rent and Leases	35,000	40,000	0	0	0
65201 - Telephone Expense - Telecom Services	25,000	32,000	63,600	63,600	10,000
65202 - Telephone Expense - Cellular/Mobile Services	55,000	45,000	60,600	71,400	71,400
65203 - Telephone Expense - Phone/VOIP	125,000	105,000	97,500	151,800	135,000
65300 - Internet Services	0	125,000	169,500	133,500	127,800

Appendix A

OCERS
Five Year Budget - Department and Account

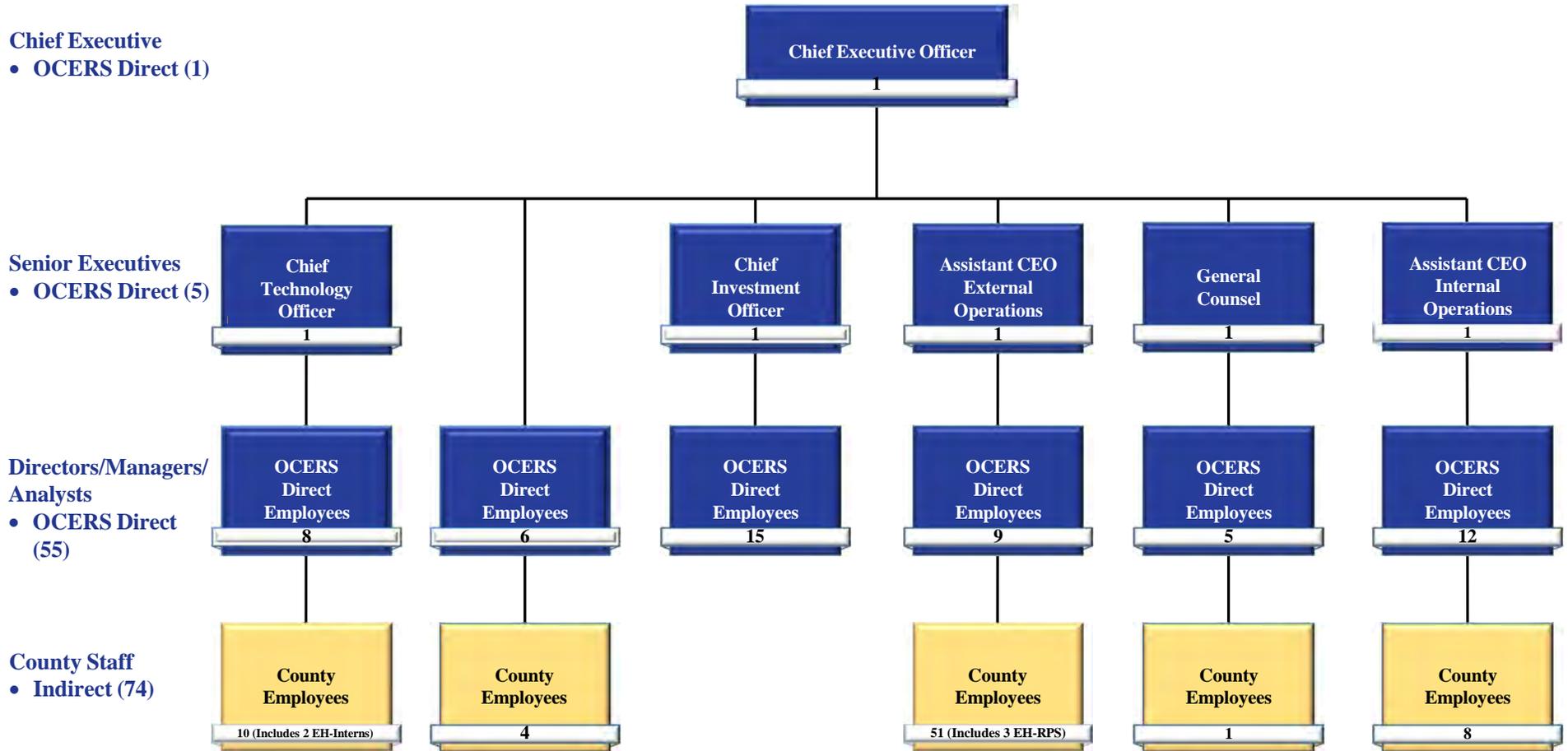
As of Date:

12/31/2025

Account No. & Name	Year Ended	Year Ended	Year Ended	Year Ended	Year Ending
	December	December	December	December	12/31/2025
	Budget 2021	Amended Budget 2022	Budget 2023	Amended Budget 2024	Proposed Budget 2025
66100 - Training and Related Costs	43,000	38,000	25,500	86,600	86,600
66150 - Meetings and Related Costs	0	2,500	3,000	3,000	3,500
66200 - Memberships	1,500	1,500	1,800	2,500	5,000
Total Information Technology Services and Supplies	3,630,600	4,132,300	4,456,140	6,388,176	5,415,500
Information Technology Capital Expenditures					
69040 - Capital Expenditures - All	600,000	982,000	715,000	50,000	0
Total Information Technology Capital Expenditures	600,000	982,000	715,000	50,000	0
Total Information Technology	\$ 5,849,050	\$ 7,221,994	\$ 7,870,036	\$ 9,308,820	\$ 8,503,467
D0055 Operations Support Services					
Operations Support Services Personnel Costs					
Salaries and Wages	227,429	304,738	373,680	445,150	508,135
Fringe Benefits	112,828	155,459	201,847	264,678	270,560
Total Operations Support Services Personnel Costs	340,257	460,197	575,527	709,828	778,695
Operations Support Services Services and Supplies					
61000 - Professional Services	303,050	148,950	255,000	110,000	80,400
61001 - Professional Services - Insurance Services	0	280,000	280,000	350,000	333,000
65000 - Building Property Management and Maintenance	680,000	750,000	975,000	1,150,000	1,270,000
65100 - Equipment - Rent and Leases	14,500	14,500	50,000	50,000	56,100
66100 - Training and Related Costs	4,000	4,000	4,000	4,000	4,000
66150 - Meetings and Related Costs	0	200	200	200	200
66200 - Memberships	199	500	500	500	1,000
66300 - Office Supplies	55,000	60,000	50,000	55,000	55,000
66301 - Office Supplies - Furniture Costs	30,000	40,000	40,000	40,000	40,000
66400 - Subscriptions and Periodicals	0	0	0	0	2,000
66500 - Postage and Delivery Costs - Regular Postage	75,000	55,000	55,000	25,000	31,900
66503 - Postage and Delivery Costs - Pony Mail	4,000	4,000	4,000	4,200	2,000
66504 - Postage and Delivery Costs - Delivery Services	0	0	6,000	3,000	3,500
66550 - Printing Costs - Other	15,000	7,000	0	10,000	5,000
Total Operations Support Services Services and Supplies	1,180,749	1,364,150	1,719,700	1,801,900	1,884,100
Operations Support Services Capital Expenditures					
69040 - Capital Expenditures - All	70,000	110,000	511,000	5,875,000	3,750,000
Total Operations Support Services Capital Expenditures	70,000	110,000	511,000	5,875,000	3,750,000
Total Operations Support Services	\$ 1,591,006	\$ 1,934,347	\$ 2,806,227	\$ 8,386,728	\$ 6,412,795
Total Administrative Expenses	\$ 28,553,893	\$ 33,882,984	\$ 39,874,896	\$ 49,152,258	\$ 47,957,279

2025 Organization Chart (135 team members, 132.5 FTE)

As approved by Board on October 21, 2024



Appendix B
 OCERS Personnel Costs by Department
 2025 Budget

Departments	Employee Count	Salaries and Benefits	Budgeted Salary and Benefit Adjustments	Annual Leave Payout and Accrual	Overtime	Tuition	Temporary Help - Employment Services	Board Stipends	2025 Personnel Budget by Department
D0001-Board		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	18,000	\$ 18,000
D0002-Internal Audit	4	1,019,715		39,000					1,058,715
D0010-Executive	8	2,693,363		108,000	1,200				2,802,563
D0020-Legal	7	1,835,351		27,000	1,200				1,863,551
D0030-Investments	16	4,857,274		72,000					4,929,274
D0041-Communications	2	356,293		24,000	1,200				381,493
D0042-Disability	6	908,191		24,000	1,200		24,000		957,391
D0043-Member Services	54	6,784,835		48,000	90,000		30,000		6,952,835
D0051-Finance	9	1,959,897		24,000	1,200				1,985,097
D0052-Human Resources	7	1,240,522	1,265,121	24,000	1,200	96,000			2,626,842
D0053-Information Security	3	802,015		24,000					826,015
D0054-Information Technology	15	2,920,696		24,000	24,000				2,968,696
D0055-Operations Support Services	4	713,847		24,000	1,200				739,047
Grand Total	135	\$ 26,091,998	\$ 1,265,121	\$ 462,000	\$ 122,400	\$ 96,000	\$ 54,000	\$ 18,000	\$ 28,109,519

Appendix B

Orange County Employees Retirement System
2025 Personnel Cost by Department and Classification Before Salary Adjustments

Departments-Classifications	Employee Count	Salaries	Certification Pay	Investment Incentive Pay	Total Salaries	Total Fringe Benefits	Total Salaries and Benefits
D0002-Internal Audit	4	\$ 640,585	\$ 10,250		\$ 650,835	\$ 368,880	\$ 1,019,715
Director of Internal Audit	1	230,000			230,000	128,034	358,034
Internal Auditor	2	224,217			224,217	136,134	360,350
Senior Internal Auditor	1	186,368	10,250		196,618	104,713	301,331
D0010-Executive	8	1,631,722	31,163		1,662,885	1,030,478	2,693,363
Assistant CEO of External Operations	1	265,000	14,575		279,575	166,292	445,867
Assistant CEO of Finance and Internal Operations	1	301,594	16,588		318,182	205,724	523,906
Chief Executive Officer	1	375,000			375,000	258,062	633,062
Director of Enterprise Project Management Office	1	203,965			203,965	114,118	318,083
Executive Secretary I	1	77,355			77,355	42,350	119,705
Executive Secretary II	1	98,779			98,779	53,636	152,415
Staff Assistant	1	61,942			61,942	34,230	96,173
Chief Technology Officer	1	248,086			248,086	156,067	404,153
D0020-Legal	7	1,161,724			1,161,724	673,627	1,835,351
Attorney	3	542,864			542,864	305,458	848,322
Chief Compliance Officer	1	167,000			167,000	94,361	261,361
Executive Secretary I	1	73,258			73,258	40,191	113,449
General Counsel	1	286,520			286,520	179,300	465,820
Staff Analyst	1	92,082			92,082	54,317	146,399
D0030-Investments	16	2,720,159	96,650	421,000	3,237,810	1,619,465	4,857,274
Chief Investment Officer	1	500,360	27,520		527,880	308,567	836,446
Director of Investments	2	510,582	-		510,582	335,734	846,315
Investment Analyst	6	537,913	14,096		552,010	313,409	865,419
Investment Officer	5	833,619	36,461		870,080	471,064	1,341,144
Senior Investment Analyst	1	133,993	7,370		141,362	76,718	218,081
Senior Investment Officer	1	203,693	11,203		214,896	113,973	328,869
D0041-Communications	2	228,187			228,187	128,106	356,293
Director of Communications	1	155,658			155,658	88,298	243,956
Staff Specialist	1	72,530			72,530	39,808	112,337
D0042-Disability	6	582,117			582,117	326,074	908,191
Director of Disability	1	220,343			220,343	122,872	343,215
Disability Retirement Investigator	3	239,075			239,075	130,742	369,817
Office Specialist	1	60,757			60,757	38,229	98,986
Staff Assistant	1	61,942			61,942	34,230	96,173
D0043-Member Services	54	4,344,914			4,344,914	2,439,920	6,784,835
Accounting Technician	5	304,158			304,158	173,498	477,657
Director of Member Services	2	379,784			379,784	223,434	603,219
Executive Secretary I	1	91,021			91,021	49,549	140,570
Member Services Manager	4	500,853			500,853	302,419	803,272
Office Specialist	1	60,757			60,757	33,606	94,362
Office Technician	3	144,789			144,789	85,002	229,791
Retirement Benefits Program Supervisor	4	380,557			380,557	221,354	601,910
Retirement Benefits Technician	3	176,717			176,717	97,891	274,608
Retirement Program Specialist	17	1,211,496			1,211,496	676,796	1,888,292
Retirement Program Specialist Extra Help	3	97,776			97,776	3,911	101,687
Sr. Retirement Program Specialist	7	593,923			593,923	336,868	930,791
Sr. Staff Development Specialist	2	199,118			199,118	116,375	315,494
Staff Analyst	2	203,965			203,965	119,217	323,182
D0051-Finance	9	1,217,427	28,510		1,245,937	713,960	1,959,897
Accounting Technician	1	60,757			60,757	33,606	94,362
Director of Finance	1	225,835	12,421		238,256	138,771	377,027
Finance Manager	3	497,092	9,424		506,517	291,080	797,597

Appendix B

Orange County Employees Retirement System
2025 Personnel Cost by Department and Classification Before Salary Adjustments

Departments-Classifications	Employee Count	Salaries	Certification Pay	Investment Incentive Pay	Total Salaries	Total Fringe Benefits	Total Salaries and Benefits
Sr. Accountant / Auditor I	1	109,075			109,075	59,060	168,135
Staff Analyst	2	239,117	6,664		245,782	144,776	390,558
Accountant / Auditor II	1	85,550			85,550	46,667	132,217
D0052-Human Resources	7	776,934	12,103		789,036	451,485	1,240,522
Director of Human Resources	1	220,047	12,103		232,149	135,345	367,494
Manager of Learning & Organizational Development	1	129,028			129,028	74,065	203,093
Staff Analyst	2	218,819			218,819	127,157	345,975
Staff Assistant	2	123,885			123,885	68,461	192,345
Staff Specialist	1	85,155			85,155	46,459	131,614
D0053-Information Security	3	497,992	22,550		520,541	281,474	802,015
Director of Information Security	1	214,576	11,802		226,377	119,790	346,167
Staff Analyst	1	88,000			88,000	52,135	140,135
Senior Manager of Information Security	1	195,416	10,748		206,164	109,549	315,713
D0054-Information Technology	15	1,866,162	9,552		1,875,714	1,044,982	2,920,696
Director of Information Technology	1	215,164			215,164	132,454	347,618
Information Technologist II	1	100,838			100,838	54,721	155,559
IT Automation Developer	1	149,535			149,535	85,026	234,561
IT Intern	2	30,720			30,720	1,229	31,949
IT Manager	3	491,604	9,552		501,155	278,059	779,215
IT Network Engineer II	1	118,394			118,394	72,979	191,372
IT Systems Engineer II	1	118,394			118,394	63,969	182,362
IT Systems Technician I	1	72,800			72,800	39,950	112,750
Sr. Information Technologist	1	139,318			139,318	85,594	224,912
Sr. IT Applications Developer	2	280,966			280,966	151,211	432,177
Sr. Retirement Programmer/Business Analyst	1	148,429			148,429	79,791	228,220
D0055-Operations Support Services	4	457,085			457,085	256,761	713,847
Contracts	1	166,691			166,691	94,195	260,887
Senior Manager Operations Support Services	1	167,466			167,466	94,610	262,076
Staff Specialist	1	72,530			72,530	39,808	112,337
Store Clerk	1	50,398			50,398	28,149	78,547
Grand Total	135	\$ 16,125,009	\$ 210,777	\$ 421,000	\$ 16,756,786	\$ 9,335,212	\$ 26,091,998

Appendix C

**Orange County Employees Retirement System
21 Basis Points for Budget Year 2025**

Projected actuarial accrued liability as of December 31, 2024	\$27,920,705,000
21 basis points of projected actuarial accrued liability	58,633,481
FY25 proposed budget amount subject to 21 basis points limitation ¹	30,306,290
Amount under 21 basis points	\$28,327,191
Budgeted amount expressed as basis points of projected actuarial accrued liability-FY25	10.85
Budgeted amount expressed as basis points of projected actuarial accrued liability-FY24	11.22

¹ Reconciliation of amount subject to 21 basis points limitation:

Total FY25 Proposed Budget	\$ 47,957,279
Less: Investment Expenses	(10,151,889)
Total FY25 Proposed Administrative Budget	37,805,390
Plus: Depreciation Expense	238,400
Less: Information Technology and Information Security Expenses	(3,987,500)
Less: All Capital Expenditures	(3,750,000)
FY25 proposed budget amount subject to 21 basis points limitation	\$ 30,306,290

<u>21 Basis Point History</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>
21 Basis Points	8.86	9.75	10.73	11.22	10.85

Exhibit D

5 Year Budget Comparison

	Budget 2021	Amended Budget 2022	Budget 2023	Amended Budget 2024	Proposed Budget 2025	\$ Variance FY24-25	% Variance FY24-25
Personnel Costs	\$ 16,354,050	\$ 19,287,569	\$ 23,697,171	\$ 26,100,690	\$ 28,109,519	\$ 2,008,829	7.7%
Services and Supplies	11,529,843	13,503,415	14,951,725	17,126,568	16,097,760	(1,028,808)	-6.0%
Capital Expenditures	670,000	1,092,000	1,226,000	5,925,000	3,750,000	(2,175,000)	-36.7%
Total	\$ 28,553,893	\$ 33,882,984	\$ 39,874,896	\$ 49,152,258	\$ 47,957,279	\$ (1,194,979)	-2.4%



Exhibit D

4 Year Actuals Compared to Proposed Budget

	Actuals 2021	Actuals 2022	Actuals 2023	Estimated Actuals 2024	Proposed Budget 2025	\$ Variance FY24-25	% Variance FY24-25
Personnel Costs:	\$ 15,679,491	\$ 17,040,789	\$ 21,571,507	\$ 24,725,100	\$ 28,109,519	\$ 3,384,419	13.7%
Total Services and Supplies:	9,218,273	10,214,439	12,329,367	14,380,449	16,097,760	1,717,311	11.9%
Total Capital Expenditures:	-	647,257	534,866	1,878,353	3,750,000	1,871,647	99.6%
Total	\$ 24,897,764	\$ 27,902,485	\$ 34,435,740	\$ 40,983,902	\$ 47,957,279	\$ 6,973,377	17.0%



Exhibit D 2025 Proposed Budget Compared to Actuals by Category

	Actuals 2021	Actuals 2022	Actuals 2023	Estimated Actuals 2024	Proposed Budget 2025	\$ Variance FY24-25	% Variance FY24-25
Personnel Costs:	\$ 15,679,491	\$ 17,040,789	\$ 21,571,507	\$ 24,725,100	\$ 28,109,519	\$ 3,384,419	13.7%
Services and Supplies:							
Building Property Mgmt. / Maintenance	651,173	690,763	773,694	1,081,627	1,270,000	188,373	17.4%
Equipment/ Software Expenses	707,308	907,910	962,368	977,125	911,100	(66,025)	-6.8%
Infrastructure Maintenance	884,534	880,033	1,579,557	2,421,658	2,741,600	319,942	13.2%
Legal Services	848,173	878,228	1,401,795	1,037,767	1,405,000	367,233	35.4%
Meeting & Mileage	11,152	42,198	77,930	164,095	195,500	31,405	19.1%
Miscellaneous Office Expenses	421,813	713,639	809,455	867,236	1,151,760	284,524	32.8%
Professional Services	5,500,007	5,843,066	6,325,656	7,177,982	7,517,300	339,318	4.7%
Training	194,113	258,602	398,912	652,959	905,500	252,541	38.7%
Total Services and Supplies:	9,218,273	10,214,439	12,329,367	14,380,449	16,097,760	1,717,311	11.9%
Total Capital Expenditures:	-	647,257	534,866	1,878,353	3,750,000	1,871,647	99.6%
Total	\$ 24,897,764	\$ 27,902,485	\$ 34,435,740	\$ 40,983,902	\$ 47,957,279	\$ 6,973,377	17.0%



Appendix E 5 Year Historical Statistics

	2020	2021	2022	2023	2024
Number of Full-Time Positions Budgeted	93	94.5	106.5	124.5	132
Number of Retirees - Beginning of Year	18,420	19,419	19,826	20,678	21,283
Number of Additional Retirements ¹	1,409	943	1,316	1,195	919
Number Removed from Payroll ¹	(410)	(551)	(541)	(656)	(530)
Payroll \$ (in thousands) * ²	\$ 973,325	\$ 1,067,211	\$ 1,139,715	\$ 1,212,149	\$ 1,283,222
Number of Members ** ¹	47,796	49,075	50,633	52,644	54,379
Number of New Members ** ¹	767	1,228	1,451	1,849	1,735

¹ 2024 amounts are as of November 2024

² 2024 amounts are annualized estimates based on actuals through September 2024.

* Payroll represents retirement payroll, withdrawals and death benefits

** Number of members includes active, deferred and retired (including beneficiaries).



Appendix E 5 Year Historical Statistics

	2020	2021	2022	2023	2024
Number of Full-Time Positions Budgeted	93	94.5	106.5	124.5	132
Number of Retirees - Beginning of Year	18,420	19,419	19,826	20,678	21,283
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Number Removed from Payroll ¹	(410)	(551)	(541)	(656)	(530)
Payroll \$ (in thousands) * ²	\$ 973,325	\$ 1,067,211	\$ 1,139,715	\$ 1,212,149	\$ 1,283,222
Number of Members ** ¹	47,796	49,075	50,633	52,644	54,379
Number of New Members ** ¹	767	1,228	1,451	1,849	1,735

¹ 2024 amounts are as of November 2024

² 2024 amounts are annualized estimates based on actuals through September 2024.

* Payroll represents retirement payroll, withdrawals and death benefits

** Number of members includes active, deferred and retired (including beneficiaries).



**Appendix F
OCERS Direct Employees**

Salary Ranges Approved by Board, revised by ECI as of September 30, 2024

OCERS Employee Position	Current Annual Minimum	Revised Annual Minimum	Current Annual Midpoint	Revised Annual Midpoint	Current Annual Maximum	Revised Annual Maximum
Chief Investment Officer	\$322,813	\$335,403	\$411,587	\$427,639	\$500,360	\$519,874
General Counsel	\$224,858	\$233,627	\$286,694	\$297,875	\$348,530	\$362,123
Managing Director of Investments	\$224,858	\$233,627	\$286,694	\$297,875	\$348,530	\$362,123
Assistant Chief Executive Officer	\$194,578	\$202,167	\$248,086	\$257,761	\$301,594	\$313,356
Chief Technology Officer	\$194,578	\$202,167	\$248,086	\$257,761	\$301,594	\$313,356
Director of Investments	\$181,002	\$188,061	\$230,777	\$239,778	\$280,553	\$291,494
Deputy Legal Counsel	\$156,627	\$162,735	\$199,699	\$207,487	\$242,771	\$252,239
Chief Compliance Officer	\$156,627	\$162,735	\$199,699	\$207,487	\$242,771	\$252,239
Senior Investment Officer	\$156,627	\$162,735	\$199,699	\$207,487	\$242,771	\$252,239
Director *	\$145,699	\$151,382	\$185,767	\$193,012	\$225,835	\$234,642
Investment Officer	\$135,534	\$140,820	\$172,807	\$179,546	\$210,079	\$218,272
Staff Attorney	\$135,534	\$140,820	\$172,807	\$179,546	\$210,079	\$218,272
Senior Manager of Information Security	\$126,078	\$130,996	\$160,750	\$167,019	\$195,422	\$203,043
Automation Developer	\$117,283	\$121,857	\$149,535	\$155,367	\$181,787	\$188,877
Finance Manager	\$117,283	\$121,857	\$149,535	\$155,367	\$181,787	\$188,877
Information Security Manager	\$117,283	\$121,857	\$149,535	\$155,367	\$181,787	\$188,877
Information Technology Manager	\$117,283	\$121,857	\$149,535	\$155,367	\$181,787	\$188,877
Retirement Analyst	\$117,283	\$121,857	\$149,535	\$155,367	\$181,787	\$188,877
Senior Internal Auditor	\$117,283	\$121,857	\$149,535	\$155,367	\$181,787	\$188,877
Senior Manager Operations Support Services	\$117,283	\$121,857	\$149,535	\$155,367	\$181,787	\$188,877
Testing Coordinator	\$117,283	\$121,857	\$149,535	\$155,367	\$181,787	\$188,877
Contracts, Risk & Performance Administrator	\$109,100	\$113,355	\$139,102	\$144,527	\$169,105	\$175,700
Learning and Organization Development Manager	\$109,100	\$113,355	\$139,102	\$144,527	\$169,105	\$175,700
Member Services Manager	\$109,100	\$113,355	\$139,102	\$144,527	\$169,105	\$175,700
Senior Investment Analyst	\$109,100	\$113,355	\$139,102	\$144,527	\$169,105	\$175,700
Internal Auditor	\$91,110	\$94,663	\$118,721	\$123,351	\$146,332	\$152,039
Staff Analyst**	\$87,821	\$91,246	\$107,581	\$111,776	\$127,340	\$132,306

* Director position includes all director level positions, except the Investment Department.

**Staff Analyst position is included in the Finance, Human Resources, Investment, Information Security, Legal and Member Services Departments.



Appendix G

Memorandum

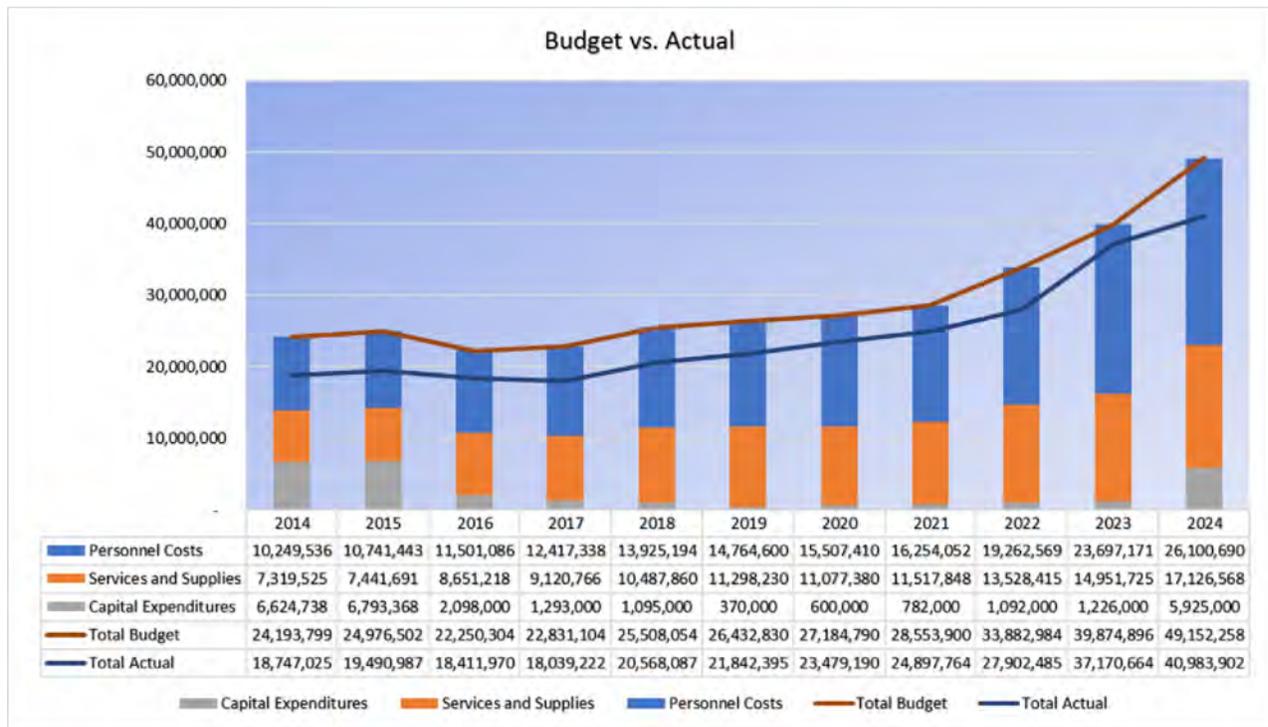
DATE: November 18, 2024
TO: Steve Delaney, CEO and Brenda Shott, Assistant CEO, Finance & Internal Operations
FROM: Tracy Bowman, Director of Finance
SUBJECT: Prior Year Trustee Requests for Additional Information

During a presentation of item A-2, OCERS Proposed Administrative Budget for Fiscal Year 2024, at the November 13, 2023 Regular Board Meeting, staff received two requests for additional information from the Trustees:

1. Ten-year budget to actual trend
2. Calculation of the 18 basis-points test.

1. Ten-year budget to actual trend:

In the 2024 Proposed Administrative Budget presentation, a five-year trend of budget-to-actual figures was included in both the main presentation and the appendix. A Trustee asked if a ten-year budget-to-actual report was available to provide a broader view of historical trends. Although budget information is retained for only five years, staff reviewed Board materials, which have a permanent retention period, to compile the following ten-year budget-to-actual trend report:



Significant trends to note over this ten-year period:

In 2017, the inclusion of Investment Management fees in the budget was discontinued. These fees have been removed from years 2014 to 2017 for comparative purposes.

The fluctuations in personnel costs can be closely linked to the changing budgeted headcount over the years. Starting in 2014 with a budgeted headcount of 72, over the next ten years, OCERS experienced significant increases: in 2018, headcount rose to 92, then to 106.5 in 2022, 124.5 in 2023, and most recently to 132 in 2024.

Services and Supplies started trending significantly higher in 2022 due to technology-related consulting and professional services in support of OCERS Vision 2030 goals.

The current pension administration system went live in December 2015, resulting in a decrease in funding of capital expenditures in 2016. In 2024, the increase was due to the anticipated costs of moving forward with the design and construction of OCERS new headquarters building.

2. Calculation of the 18 basis-points test

The 18 basis-point test under the County Employee Retirement Law (CERL) was a budget limitation statute that capped OCERS budget at 18 basis points of the projected actuarial value of total assets (AVA). This limit excluded expenses related to investments, actuarial fees, all capital expenditures, and included non-budgeted depreciation expense.

In 2010, CERL was amended to change OCERS budgeting limit to be 21 basis points, based on the projected actuarial accrued liabilities instead of the total assets. Although this change removed OCERS' obligation to follow the 18 basis-point cap, the Board chose to continue calculating and including the 18 basis-point test as a benchmark in the annual and quarterly budget-to-actual reports.

At the April 20, 2020 Regular Board meeting, the Board adopted the Governance Committee's recommendation to discontinue the practice of calculating the 18 basis-points test and eliminate the need for staff to produce the 18 basis-points test as part of its annual and quarterly budget.

During the presentation of the 2024 proposed administrative budget at the November 13, 2023 Regular Board meeting, a Trustee requested the calculation of the 18-basis points test. Based on the AVA of \$22.5 billion as of the December 31, 2023 actuarial valuation, and OCERS 2024 administrative budgeted expenses subject to the 18 basis-points limitation of \$36.8 million (), the calculation equates to 16.37 basis points.

In addition, during the preparation of the FY 2025 proposed budget, staff requested an estimated AVA as of December 31, 2024 from Segal Consulting. Segal estimated the AVA at \$23.9 billion. The 2025 proposed administrative budget includes \$43.1 million of expenses subject to the 18 basis-point limitation. The resulting 18 basis-points calculation is 15.28 basis points.



Memorandum

DATE: November 18, 2024
TO: Board of Retirement
FROM: Roger Hilton, Designated Labor Negotiator, and
Cynthia Hockless, Director of Human Resources, OCERS
SUBJECT: Annual CEO Compensation

Recommendation

Approve and authorize the Board to execute a salary adjustment for the Chief Executive Officer, effective December 29, 2024.

Background Information

OCERS' Chief Executive Officer Performance Evaluation Policy states that a formal evaluation will be conducted annually, and the Board will consider compensation at the time the performance evaluation is conducted. The Brown Act code 54957 requires the Board to discuss the Chief Executive Officer's Compensation during an open session. In prior years, the Board has requested comparable CEO compensation data from other pension systems and organizations which are both close in proximity and size to OCERS, as well as base compensation history for Mr. Delaney. Attached are the CEO Compensation Performance Evaluation documents used to evaluate the CEO.

Formal Board action is needed to approve the proposed salary adjustment to the Chief Executive Officer's compensation.

Attachments:

1. CEO Performance Evaluation Policy
2. CEO Charter
3. 2024-2026 Strategic Plan
4. 2024 Business Plan
5. Blank 2024 CEO Performance Evaluation Form
6. Steve Delaney Total Compensation History
7. 2024 CEO Salary Survey 1937 Act Systems
8. 2024 CEO Salary Survey Plan Sponsors
9. OCERS Senior Executive Salary Info



OCERS Board Policy

Chief Executive Officer Performance Evaluation Policy

Background and Objectives

1. The Board of Retirement supervises the Chief Executive Officer. Formal evaluation procedures and practices are required. This process shall be performed on an annual basis.
2. The objectives of this policy are to:
 - a. Assist the Board in arriving at and communicating clear and meaningful goals and performance targets for the Chief Executive Officer;
 - b. Ensure that the Chief Executive Officer receives meaningful, objective, and timely feedback that will allow the Chief Executive Officer to perform, over time, at the highest levels possible; and
 - c. Enable the Board to hold the Chief Executive Officer accountable for performance.

Roles

3. The Board will be responsible for evaluating the performance of the Chief Executive Officer.
4. The Chair and Vice Chair will be responsible for coordinating the evaluation process. The Board may use a third party to facilitate the process.

Policy Guidelines

Process and Timelines

5. The Chief Executive Officer's performance review period will be September through August.
6. The Chief Executive Officer will discuss the following items with the Chair during the month of November each year:
 - a. Proposed CEO evaluation criteria for the coming year;
 - b. Proposed weights for each of the above criteria; and
 - c. Proposed CEO Evaluation Form for the coming year.
7. In addition, the CEO's performance for the review period will be evaluated using the same rating metrics as are used by OCERS in evaluating the performance of OCERS direct employees, and may be based on the following seven categories based on the goals stated in the OCERS Strategic Plan:
 - a. Fund Sustainability
 - b. Excellent Service and Support
 - c. Risk Management
 - d. Talent Management
 - e. Effective Governance



OCERS Board Policy

Chief Executive Officer Performance Evaluation Policy

- f. Communications
- g. Other criteria that the Board determines is appropriate.

The Board will attempt to ensure that the criteria:

- a. Are objective and measurable; and
 - b. Pertain only to outcomes over which the Chief Executive Officer has a reasonable degree of control.
8. The Chair will distribute the CEO Evaluation Package to each member of the Board in September of each year. The Evaluation Package will include copies of the Evaluation Form to be completed by each Board member, Business Plan, and the CEO's self-evaluation. The Chief Executive Officer's self-evaluation report is designed to assist the Board in the evaluation process. It should describe the extent to which the CEO believes the evaluation criteria were met over the past year, as well as all relevant supporting data. Supporting data may be confirmed by internal audit material where appropriate. The report may also describe any additional accomplishments during the year.
 9. The Board shall treat this material as confidential. Completed individual Evaluation Forms will be returned to the Chair or the designated third party with a copy to the Vice Chair within the time frame specified. The Chair will ensure that all data is tabulated and summarized in a Master CEO Evaluation Form and treated as confidential until released to the Board.
 10. Evaluation of the Chief Executive Officer will be completed by November each year. The evaluation process itself will be conducted in executive session. The Chair will distribute a copy of the Master CEO Evaluation Form and invite discussion by the Board. At the conclusion of discussion, the Chief Executive Officer will join the Board for review and discussion of his/her performance along with any suggestions for improvement. The Board may have preliminary discussions in October, but will complete the process by November.
 11. Upon completion of the Master CEO Evaluation Form, the Chair and the Chief Executive Officer will sign the Master CEO Evaluation Form and cause it to be placed in the Chief Executive Officer's personnel file.

Documentation

12. The Individual and Master CEO Evaluation Form(s) may take any format the Board deems appropriate, but must allow Board members an opportunity to provide general comments.

Compensation

13. The Board of Retirement will consider the Chief Executive Officer's compensation during the months of October and November.
14. In establishing the Chief Executive Officer's salary, the Board will appoint a designated representative under Government Code section 54957.6(a) to assist the Board in negotiating for



OCERS Board Policy Chief Executive Officer Performance Evaluation Policy

these purposes. As directed by the Board, the designated representative will negotiate with the Chief Executive Officer the salary, salary schedule and/or compensation paid in the form of fringe benefits that will be paid to the Chief Executive Officer subject to final action by the Board.

Policy Review

15. The Board will review this policy at least every three years to ensure that it remains relevant and appropriate.

Policy History

16. This policy will be implemented in February 19, 2002. This policy was revised May 16, 2005, May 19, 2008, March 22, 2010, January 21, 2014 , November 14, 2016, August 19, 2019 and August 21, 2023.

Secretary's Certificate

I, the undersigned, the duly appointed Secretary of the Orange County Employees Retirement System, hereby certify the adoption of this policy.

8/21/2023

Steve Delaney
Secretary of the Board

Date



OCERS Board Charter

CEO Charter

Introduction

1. The Board of Retirement (Board) will appoint a Chief Executive Officer (CEO) who will serve at its pleasure. The CEO is the most senior executive of OCERS and is not subject to county civil service and merit system rules. This charter sets out the roles and responsibilities of the CEO.

Duties and Responsibilities

Leadership and Policy Analysis

2. The CEO will provide leadership for the OCERS staff in implementing the programs necessary to achieve the mission, goals and objectives established by the Board. The CEO will manage the day-to-day affairs of OCERS in accordance with policies established by the Board, and may delegate duties to senior management as necessary. In so doing, the CEO will solicit advice and counsel from the Board, the Board Chair, or individual Board members, as appropriate.
3. The CEO will provide support to the Board and its committees in establishing all policies of the Board including identifying and analyzing issues requiring Board policy, and providing well-supported policy recommendations for consideration by the Board or its committees.
4. The CEO will be responsible for ensuring that all policies of the Board and provisions of the County Employees Retirement Law, with the exception of governance policies pertaining to the conduct of the Board, are properly implemented.

Governance

5. The CEO will:
 - a. Recommend to the Governance Committee policies to help ensure appropriate governance practices;
 - b. Implement Board-approved governance policies, charters, and By-Laws; and
 - c. Assist with Board member education and travel.
6. The CEO will serve as Secretary to the Board and, as such, will carry out the following duties:
 - a. Coordinate meetings, agendas, schedules and presentations for both Board and committee meetings in accordance with the Ralph M Brown Act (California Government Code §§54950, *et seq.*);
 - b. Maintain minutes of Board and committee meetings;
 - c. Sign minutes upon approval of the Board;
 - d. Sign subpoenas; and
 - e. Serve as OCERS' filing officer for purpose of compliance with the California Political Reform Act and regulations of the Fair Political Practices Commission.



OCERS Board Charter CEO Charter

Investments

7. The CEO will:
 - a. Employ a Chief Investment Officer (CIO) with appropriate education and experience in institutional investing;
 - b. Carry out the duties described in this section through the CIO and other professional investment staff;
 - c. Recommend to the Investment Committee an Investment Policy Statement which will include investment objectives;
 - d. Recommend to the Investment Committee strategies for achieving OCERS' investment objectives;
 - e. Ensure the implementation of the strategies approved by the Board by establishing manager structures for each asset class, which includes among other things determining:
 - i. The number of investment manager mandates to be established; and
 - ii. The size of each investment manager mandate.
 - f. Ensure execution of portfolio rebalancing and portfolio transitions;
 - g. Ensure that necessary research is performed into investment trends, issues and opportunities that may have implications for the OCERS investment program;
 - h. Ensure all necessary investment manager due diligence is performed in accordance with the Investment Policy Statement of the Board; and
 - i. Oversee the CIO's hiring and termination of investment managers.

Benefits Administration

8. The CEO will:
 - a. Recommend to the Board, as necessary, policies to ensure effective and efficient administration of member benefits;
 - b. Ensure accurate payment of benefits to members, and address problems or errors in accordance with established policies and procedures;
 - c. In consultation with medical evaluators and legal counsel, recommend disability applications to the Board and the Disability Committee for each of their consideration;
 - d. Maintain accurate records of member accounts;
 - e. Ensure delivery of high standards of service to members including calculations and counseling; and
 - f. Develop staff policies and procedures to ensure effective and efficient administration of member benefits.



OCERS Board Charter CEO Charter

Operations

9. The CEO will:
 - a. Recommend to the Board, as appropriate, Board policies designed to help ensure effective operations;
 - b. Develop and recommend to the Board a business plan and updates to the plan as necessary;
 - c. Recommend the annual Operating Budget to the Board;
 - d. Transfer funds within a category of expenditures (i.e., Salaries and Benefits; Services and Supplies; Capital Projects) within the approved Operating Budget;
 - e. Execute contractual agreements in accordance with the Procurement and Contracting Policy and authorize payments related to the administration of OCERS, consistent with the Operating Budget and OCERS' internal controls;
 - f. Account for and ensure appropriate collection, deposit and distribution of funds as required;
 - g. Implement internal operational control policies;
 - h. Ensure the appropriate design, acquisition, implementation, and maintenance of all technological systems required to administer OCERS;
 - i. Maintain the records of OCERS in a permanent and readily accessible format and in accordance with the Record Retention Policy and Guidelines;
 - j. Assist the Audit Committee in coordinating operational audits; and
 - k. Maintain an effective working relationship with the County, other participating employers and key stakeholders such as REAOC and member labor unions.

Finance, Actuarial and Accounting

10. The CEO will:
 - a. Recommend to the Audit Committee as appropriate, financial and accounting policies;
 - b. Implement appropriate internal financial controls to safeguard the assets of the OCERS;
 - c. Assist the Audit Committee in coordinating the annual financial audit;
 - d. Coordinate the actuarial valuation, actuarial experience studies, and actuarial audits;
 - e. Cause to be prepared an annual comprehensive financial report on the operations of OCERS for Board approval; and
 - f. File in the office of the County Auditor and with the Board of Supervisors a sworn statement which will exhibit the financial condition of the OCERS at the close of the preceding calendar year and its financial transactions for the year ending on that day as required by Government Code §31597.



OCERS Board Charter CEO Charter

Human Resources

11. The CEO will:
- a. Recommend human resources and compensation policies to the Board;
 - b. Assess the human resources needs of OCERS and its employees and establish and implement appropriate human resources programs, procedures and employee benefits, consistent with the human resources and compensation policies of the Board;
 - c. Hire, manage and terminate senior management, and approve all personnel decisions concerning OCERS staff; and
 - d. Implement and lead agency training, talent development and succession planning.

Legislation and Litigation

12. The CEO will:
- a. Recommend legislative proposals for approval by the Board;
 - b. Conduct and oversee the assigning, directing, and handling of litigation, claims, demands, disputes or legal proceedings involving OCERS and report material developments in these matters to the Board on a timely basis;
 - c. In consultation with legal counsel, provide recommendations to the Board concerning the initiation and settlement of litigation, including administrative appeals, involving OCERS; and
 - d. Oversee the development and implementation of plans to comply with newly enacted legislation and court rulings, as applicable.

Communications

13. The CEO will:
- a. Ensure effective and timely communications with stakeholders on matters relating to the administration of OCERS. Such communications may include press releases, newsletters, presentations, and internet communications; and
 - b. In situations that call for an official spokesperson to speak on behalf of OCERS, jointly determine with the Chair, on an issue-by-issue basis, who will act in such capacity.

Appointment of Service Providers

14. The CEO will cause the necessary due diligence to be performed for Named Service Providers, as listed in the Board Procurement and Contracting Policy, and will provide the Board with appropriate recommendations, in accordance with the Procurement and Contracting Policy and the Investment Policy Statement of the Board.
15. The CEO may hire other service providers, consistent with the Operating Budget and the Procurement and Contracting Policy and other policies of the Board, provided that the Board has not specifically retained the authority to hire such service providers.



OCERS Board Charter CEO Charter

Monitoring and Reporting

16. The CEO will provide the Board with relevant, appropriate and timely information to enable it to properly carry out its oversight and fiduciary responsibilities. Furthermore, the CEO will apprise the Board in a timely manner of all significant issues, problems, or developments pertaining to OCERS and provide recommended courses of action as appropriate.
17. The CEO will:
 - a. Oversee the regular review of all policies of OCERS to ensure they are being followed and continue to meet OCERS' needs;
 - b. Oversee the activities of the Investment Division and report annually to the Board regarding the administrative oversight of the division, including identifying any issues that arose during the reporting period;
 - c. Oversee the funded status of OCERS and all issues that may reasonably have a significant impact on such status;
 - d. Oversee the investment performance of the Fund, the component asset classes, and the investment managers retained to manage the assets of the Fund;
 - e. Oversee management's response to the findings of the annual financial audit, and of any internal audits that may be performed;
 - f. Oversee employees and service providers of OCERS to ensure compliance with the OCERS policies;
 - g. Oversee the activities and performance of key service providers including the actuary, financial auditor, investment consultant, legal counsel, and custodian on a regular basis;
 - h. Oversee the activities and performance of senior management;
 - i. Oversee the collection of all payments due to OCERS and the payment of all amounts due by OCERS to ensure accuracy and timeliness;
 - j. Oversee OCERS' compliance with applicable laws and regulations; and
 - k. In conjunction with legal counsel, oversee the status of all claims, demands, disputes and legal proceedings involving OCERS and report to the Board as appropriate.

Emergency Authority

18. In emergency situations, the CEO, after making reasonable attempts to contact the Board Chair and Vice Chair, will have the authority to act on matters not expressly stated within this charter provided that:
 - a. The action is, in the CEO's judgment, necessary to protect the System, its employees, the Fund, or System assets from loss or harm that is reasonably likely to occur if action is delayed for the scheduling of a notices meeting of the Board or its committees; and



OCERS Board Charter CEO Charter

- b. The CEO promptly reports to the Board the emergency action taken, and the reasons why the CEO determined action was immediately necessary.

Charter Review

- 19. The Governance Committee will review this charter at least once every three (3) years and recommend any amendments to the Board for approval as necessary to ensure that the charter remains relevant and appropriate.
- 20. This charter was adopted by the Board on November 18, 2002, and amended on August 25, 2008, July 20, 2015, April 18, 2018, March 18, 2019, and April 17, 2023.

Secretary's Certificate

I, the undersigned, the duly appointed Secretary of the Orange County Employees Retirement System, hereby certify the adoption of this policy.

APRIL 17, 2023

Steve Delaney
Secretary of the Board

Date

Orange County Employees Retirement System
2223 East Wellington Avenue | Santa Ana | 92701

2024-2026 STRATEGIC PLAN



MISSION, VISION, AND VALUES

MISSION STATEMENT:

We provide secure retirement and disability benefits with the highest standards of excellence.

VISION STATEMENT:

To be a trusted partner providing premier pension administration, distinguished by consistent, quality member experiences and prudent financial stewardship.

VALUES:

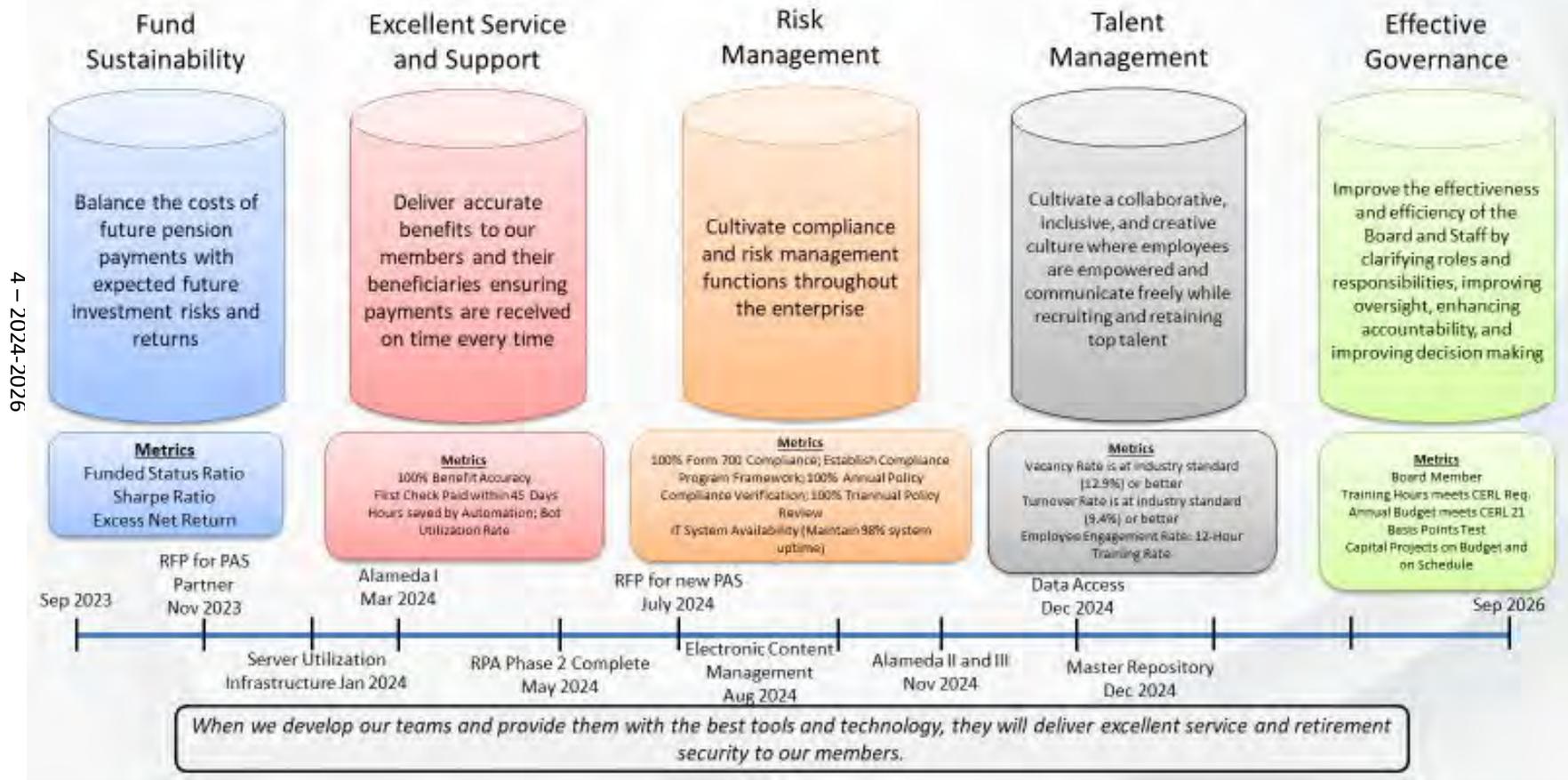
- **O**pen and Transparent
- **C**ommitment to Superior Service
- **E**ngaged and Dedicated Workforce
- **R**eliable and Accurate
- **S**ecure and Sustainable

STRATEGIC PLAN

2024-2026 STRATEGIC GOALS

- Fund Sustainability
- Excellent Service and Support
- Risk Management
- Talent Management
- Effective Governance

OCERS STRATEGIC ROADMAP



4 – 2024-2026

FUND SUSTAINABILITY

BALANCE THE COSTS OF FUTURE PENSION PAYMENTS WITH EXPECTED FUTURE INVESTMENT RISKS AND RETURNS

Performance Metric: Funded Status Ratio greater than 100% (ongoing)

Performance Metric: Sharpe Ratio above the peer median (ongoing)

Performance Metric: Excess net return over Actuarial Expected Return (ongoing)

Objective 1: Achieve Fully Funded Status.

Objective 2: Achieve a Risk-Adjusted Return above the peer median over a trailing 10-year period.

Objective 3: Achieve the OCERS' Actuarial Expected Rate of Return over a trailing 10-year period.

EXCELLENT SERVICE AND SUPPORT

DELIVER ACCURATE BENEFITS TO OUR MEMBERS AND THEIR BENEFICIARIES ENSURING PAYMENTS ARE RECEIVED ON TIME EVERY TIME

Performance Metric: 100% Benefit Accuracy Rate
Performance Metric: First Check Paid within 45 Days
Performance Metric: Hours Saved by Automation (increase by 1% over the next year); Bot Utilization Rate (increase by 1% over the next year)

Objective 1: Provide world-class Service and Support to our Employers, Members, and Payees.

Objective 2: Continuously improve Business Processes and Procedures to be efficient and effective.

RISK MANAGEMENT

CULTIVATE COMPLIANCE AND RISK MANAGEMENT FUNCTIONS THROUGHOUT THE ENTERPRISE

Performance Metric: 100% Form 700 Compliance
Establish Compliance Program Framework (achieve 100% in next 2 years)
100% Annual Policy Compliance Verification
100% Triennial Policy Review

Performance Metric: IT System Availability (Maintain 98% system uptime)

Objective 1: Reduce Risk by identifying gaps through Compliance Audit Findings.

Objective 2: Provide Information Systems that support the Agency's Administrative and Operational needs.

Objective 3: Provide a Safe and Secure Workspace and Public Service Facility.

TALENT MANAGEMENT

CULTIVATE A COLLABORATIVE, INCLUSIVE, AND CREATIVE CULTURE WHERE EMPLOYEES ARE EMPOWERED AND COMMUNICATE FREELY WHILE RECRUITING AND RETAINING TOP TALENT

Performance Metric: Vacancy Rate is at industry standard (12.9%) or better

Performance Metric: Turnover Rate is at industry standard (9.4) or better

Performance Metric: Employee Engagement Rate 12-Hour Training Rate

Objective 1: Recruit and Retain a Diverse High-Performing Workforce to meet Organizational Priorities.

Objective 2: Develop and Empower Every Member of the Team.

Objective 3: Cultivate a Collaborative, Inclusive and Creative Culture.

EFFECTIVE GOVERNANCE

IMPROVE THE EFFECTIVENESS AND EFFICIENCY OF THE BOARD AND STAFF BY CLARIFYING ROLES AND RESPONSIBILITIES, IMPROVING OVERSIGHT, ENHANCING ACCOUNTABILITY, AND IMPROVING DECISION MAKING

Performance Metric: Board Member Training Hours meets CERL Requirements (24 hours every 2 years)

Performance Metric: Annual Budget meets CERL 21 Basis Points Test

Performance Metric: Capital Project on Budget and on Schedule

Objective 1: Employ a Governance Structure that supports a Dynamic System.

Objective 2: Stay within the Statutory Limit of the CERL 21 Basis Points Test.

Objective 3: Continue the build out of the Enterprise Project Management Office.

LOOKING AHEAD 5-10 YEARS

Objective A: Investment best practices as fund approaches \$35 billion

- Address by developing investment technology and team resources needed to manage the anticipated Portfolio (*Molly Murphy*)

Objective B: Short Term (Next 5 Years) - Preparing for the new pension administration system

- Address by determining how to maximize current pension administration system while determining level of next generation technology, including Artificial Intelligence (AI) capabilities to be added to new system (*Suzanne Jenike*)

Objective C: Short Term (Next 5 Years) – Multi-Factor Authentication for Member and Employer Accounts (*Jenny Sadoski*)

Objective D: Long Term (Next 10 Years) – Use of Artificial Intelligence and Machine Learning to Detect Fraudulent Activity and Transactions (*Matt Eakin*)

Vision 2030 (As of September 2023)

Vision 2030 Timeline

2021

- Data Options
- Outreach to Other Systems

2023

- Adopt AI Guidelines
- First RPA Bot created
- Probe use of Chat-GPT
- RFP: PAS Implementation Partner

2025

- Future Proof Modular PAS
- Natural Voice Use of Master Repository

2028

- AI Test Process

2022

- RFP: RPA Bots
- Test Initial RPA Use Cases
- Master Repository Begins
- Multi-Employer Zoom Call Begins

2024

- Test RPA Bots
- RFP for New PAS
- New PAS Begins Construction
- Continue Bot Creation

2027

- GO LIVE - New PAS
- AI Growth Capabilities
- Explore Machine Learning for MOU Application

2030

Calculation of a pension benefit without human intervention begins

11 - 2024-2026



We provide secure retirement and disability benefits
with the highest standards of excellence.

ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM
www.ocers.org

Orange County Employees Retirement System
2223 E. Wellington Avenue | Santa Ana | 92701

2024 BUSINESS PLAN

MISSION, VISION, AND VALUES

MISSION STATEMENT:

We provide secure retirement and disability benefits with the highest standards of excellence.

VISION STATEMENT:

To be a trusted partner providing premier pension administration, distinguished by consistent, quality member experiences and prudent financial stewardship.

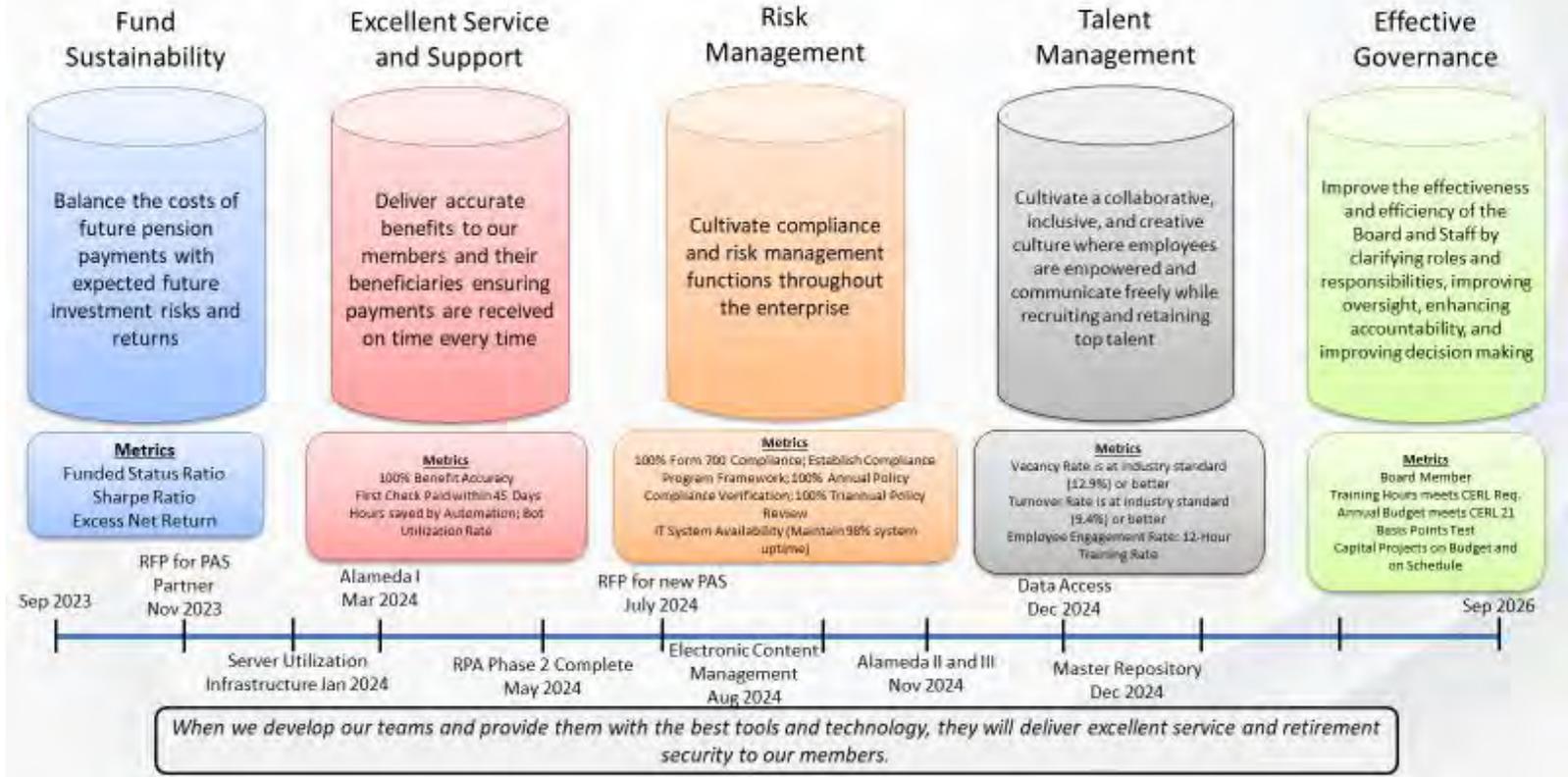
VALUES:

- **O**pen and Transparent
- **C**ommitment to Superior Service
- **E**ngaged and Dedicated Workforce
- **R**eliable and Accurate
- **S**ecure and Sustainable

2024-2026 STRATEGIC GOALS

- Fund Sustainability
- Excellent Service and Support
- Risk Management
- Talent Management
- Effective Governance

OCERS STRATEGIC ROADMAP



FUND SUSTAINABILITY

BALANCE THE COSTS OF FUTURE PENSION PAYMENTS WITH EXPECTED FUTURE INVESTMENT RISKS AND RETURNS

Performance Metric: Funded Status Ratio greater than 100%

Performance Metric: Sharpe Ratio above the peer median

Performance Metric: Excess net return over Actuarial Expected Return

Executive Lead – Molly Murphy

Objective 1: Achieve Fully Funded Status

Initiative 1A: Create contingency plans based upon different hypothetical scenarios that show impacts, potential risks, and other data that would enable us to proactively make/provide sound, financial decisions/recommendations to governance and stakeholders.

Initiative 1B: Foster collaborative communication designed to keep stakeholders better informed as they make their decisions.

Objective 2: Achieve a Risk-Adjusted Return above the Peer median over a trailing 10-Year period

Initiative 2A: Utilize consultants, custodians, technology solutions, and risk management tools to monitor and simulate portfolio risks to aid in the design and execution of risk-aware investment strategies.

Objective 3: Achieve the OCERS' Actuarial Expected Rate of Return over a trailing 10-Year period

Initiative 3A: Create and execute asset allocation models designed to achieve the actuarial expected return with a greater than 50% probability based on a 20-year investment horizon.

EXCELLENT SERVICE AND SUPPORT

DELIVER ACCURATE BENEFITS TO OUR MEMBERS AND THEIR BENEFICIARIES ENSURING PAYMENTS ARE RECEIVED ON TIME EVERY TIME

Performance Metric: 100% Benefit Accuracy Rate

Performance Metric: First Check Paid within 45 Days

Performance Metric: Hours Saved by Automation (increase by 1% over the next year); Bot Utilization Rate (increase by 1% over the next year)

Executive Lead – Suzanne Jenike

Objective 1: Provide world-class Service and Support to our Employers, Members, and Payees

Initiative 1A: Finalize a dedicated call center (\$20,000)

Initiative 1B: Provide retirement and benefits education and resources.

- Transition critical member and employer forms to electronic format
- Investigate using digital signatures for member forms
- Create educational videos for our members for viewing on our website

Initiative 1C: Continue implementation of the Alameda decision. (\$541,000)

Objective 2: Continuously improve Business Processes and Procedures to be efficient and effective

Initiative 2A: Work with the County regarding the data requirements needed to automate the reporting of data through their payroll system.

Initiative 2B: Continue preparation work for the next generation Pension Administration System.

- Continue to develop a master repository for procedures and business process documents (\$650,000)
- Issue an RFP for a new Pension Administration System (TBD)
- Implement V3 data validation and clean-up procedures

Initiative 2C: Continue the investigation and implementation of Intelligent Automation initiatives.

- Implement an Electronic Content and Document Management System (\$250,000)
- Continue implementing Robotic Process Automation use cases: Phase 2 (\$650,000)

RISK MANAGEMENT

CULTIVATE COMPLIANCE AND RISK MANAGEMENT FUNCTIONS THROUGHOUT THE ENTERPRISE

Performance Metric: 100% Form 700 Compliance

Establish Compliance Program Framework (achieve 100% in next 2 years)

100% Annual Policy Compliance Verification

100% Triennial Policy Review

Performance Metric: IT System Availability (Maintain 98% system uptime)

Executive Lead – Brenda Shott

Objective 1: Reduce Risk by identifying gaps through Compliance Audits

Initiative 1A: Build an agency-wide Compliance Program that reflects industry frameworks and best practices.

- Incorporate the Operational Risk Management Program into the new agency-wide Compliance Program

Initiative 1B: Develop Risk Management Performance Metrics.

Objective 2: Provide Information Systems that support the Agency's Administrative and Operational Needs

Initiative 2A: Replace end-of-life Server Virtualization platform. (\$50,000)

Initiative 2B: Investigate and upgrade systems to support intelligent automation.

Objective 3: Provide a Safe and Secure Workspace and Public Service Facility

Initiative 3A: Design and build a replacement OCERS headquarters facility.

TALENT MANAGEMENT

CULTIVATE A COLLABORATIVE, INCLUSIVE, AND CREATIVE CULTURE WHERE EMPLOYEES ARE EMPOWERED AND COMMUNICATE FREELY WHILE RECRUITING AND RETAINING TOP TALENT

Performance Metric: Vacancy Rate is at industry standard (12.9%) or better

Performance Metric: Turnover Rate is at industry standard (9.4%) or better

Performance Metric: Employee Engagement Rate 12-Hour Training Rate

Executive Lead – Steve Delaney

Objective 1: Recruit and Retain a Diverse High-Performing Workforce to meet Organizational Priorities

Initiative 1A: Pursue moving the workforce to be 100% employed by OCERS as a single agency.

- Continue the Classification and Compensation Study of the County positions at OCERS, in partnership with the County of Orange (\$45,000)
- Pursue legislation at start of 2025 to allow 100% OCERS direct workforce

Initiative 1B: Develop a long-range Agency-wide staffing plan.

- Prepare Department organization charts indicating additional positions to be recommended and address backfilling positions to dedicate Subject Matter Experts to the next-generation Pension Administration System project
- Revamp the Careers webpage on the OCERS website

Objective 2: Develop and Empower Every Member of the Team

Initiative 2A: Continue implementation of a Comprehensive Training

Program. (TBD)

- Creation of microlearning videos
- Continue development of specialized, personal, cross-department, and mid-level leaders training programs
- Creation of a pre-employment test

Objective 3: Cultivate a Collaborative, Inclusive and Creative Culture

Initiative 3A: Continue to implement diversity, equity, and inclusion (DEI) strategies that promote an inclusive workplace. (\$30,000)

Initiative 3B: Enhance mental health awareness.

- Expand onsite mental health awareness resources

EFFECTIVE GOVERNANCE

IMPROVE THE EFFECTIVENESS AND EFFICIENCY OF THE BOARD AND STAFF BY CLARIFYING ROLES AND RESPONSIBILITIES, IMPROVING OVERSIGHT, ENHANCING ACCOUNTABILITY, AND IMPROVING DECISION MAKING

Performance Metric: Board Member Training Hours Meets CERL Requirements (24 hours every 2 years)

Performance Metric: Annual Budget meets CERL 21 Basis Point Test

Performance Metric: Capital Projects on Budget and on Schedule

Executive Lead – Manuel Serpa

Objective 1: Employ a Governance Structure that supports a Dynamic System

Initiative 1A: Update and digitize the Board Handbook and resources.

Initiative 1B: Create a governance policy for Artificial Intelligence.

Objective 2: Stay Within the Statutory Limit of the CERL 21 Basis Points Test

Initiative 2A: Continue to monitor and report the basis point test through the budget process.

Objective 3: Continue the build out of the Enterprise Project Management Office

Initiative 3A: Continue implementation of A3 Thinking.

Initiative 3B: Ensure Enterprise-wide projects are allocated as Work-In-Progress (WIP) properly and prioritized as appropriate.



ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM

www.ocers.org

Chief Executive Officer 2024 Performance Evaluation

Please download and save this form to your computer prior to completing the form.

OCERS Mission, Vision & Values

Mission: We provide secure retirement and disability benefits with the highest standards of excellence.

Vision: To be a trusted partner providing premier pension administration, distinguished by consistent, quality member experiences and prudent financial stewardship.

Values: Open and transparent; Commitment to superior service; Engaged and dedicated workforce; Reliable and accurate; Secure and sustainable

Criteria for 2024 Performance Evaluation

Please use 2024-2026 Strategic Plan along with the 2024 business plan to complete the evaluation (please refer to the 2024 Performance Review materials).

Please ensure your comments are both thoughtful and concise.

The CEO's performance evaluation will cover the following areas:

- Fund Sustainability
- Excellent Service and Support
- Risk Management
- Talent Management
- Effective Governance
- Communications
- Agency-Wide Succession Planning/Vision 2030/Retention

Board Member Name:

Please be sure to save your changes before closing the form.

To do so, click 'File,' then 'Save As,' and name the file using the format '2024 Annual CEO Evaluation_YourFirstInitialYourLastName' (e.g., '2024 Annual CEO Evaluation_JDoe')

Evaluation: Competency Expectations

For questions 2 thru 8, please select a rating and provide any details to support your rating.

Please refer to the rating definitions below:

Exceptional Performance - Exceptional overall performance. The CEO consistently performs above the standards that are expected of the position. His accomplishments make notable contributions to the organization and represent OCERS in an exemplary fashion. He often functions as a model to others in this area.

Exceeds Expectations - The CEO is fully proficient in the performance of responsibilities. He normally exceeds performance expectations. He does not require significant guidance and direction to complete tasks effectively.

Meets Performance Expectations - The CEO is proficient in the performance of responsibilities. Normally meets performance expectations. He requires some guidance and direction to complete tasks effectively.

Does Not Meet Performance Expectations - The CEO requires performance improvement and/or skill development to increase his overall effectiveness and meet performance expectations.

2. Fund Sustainability

Balance the costs of future pension payments with expected future investment risks and returns.

- Performance Metric: Funded Status Ratio greater than 100% (ongoing)
- Performance Metric: Sharpe Ratio above the peer median (ongoing)
- Performance Metric: Excess net return over Actuarial Expected Return (ongoing)

Comments:

3. Excellent Service and Support

Deliver accurate benefits to our members and their beneficiaries ensuring payments are received on time every time.

- Performance Metric: 100% Benefit Accuracy Rate.
- Performance Metric: First Check Paid within 45 Days.
- Performance Metric: Hours Saved by Automation (increase by 1% over the next year). Bot Utilization Rate (increase by 1% over the next year).

Comments:

4. Risk Management

Cultivate compliance and risk management functions throughout the enterprise.

- Performance Metric: 100% Form 700 Compliance.
Establish a Compliance Program Framework (achieve 100% in next 2 years).
100% Annual Policy Compliance Verification.
100% Triennial Policy Review.
- Performance Metric: IT System Availability (Maintain 98% system uptime).

Comments:

5. Talent Management

Cultivate a collaborative, inclusive and creative culture where employees are empowered and communicate freely while recruiting and retaining top talent.

- Performance Metric: Vacancy Rate is at industry standard (12.9%) or better.
- Performance Metric: Turnover Rate is at industry standard (9.4) or better.
- Performance Metric: Employee Engagement Rate 12-Hour Training Rate.

Comments:

6. Effective Governance

Improve the effectiveness and efficiency of the board and staff by clarifying roles and responsibilities, improving oversight, enhancing accountability, and improving decision making.

- Performance Metric: Board Member Training Hours meets CERL Requirements (24 hours every 2 years).
- Performance Metric: Annual Budget meets CERL 21 Basis Points Test.
- Performance Metric: Capital Project on Budget and on Schedule.

Comments:

7. Communications

Comments:

8. Agency-wide Succession Planning/Vision 2030/Retention

- Implement and lead agency training, talent development and succession planning.
- Encourage ongoing continuing education and training for Board Members.

Comments:

9. Please provide your overall performance rating based on the 2024 Strategic Plan objectives using the rating definitions below.

Exceptional Performance - Exceptional overall performance. The CEO consistently performs above the standards that are expected of the position. His accomplishments make notable contributions to the organization and represent OCERS in an exemplary fashion. He often functions as a model to others in this area.

Exceeds Expectations - The CEO is fully proficient in the performance of responsibilities. He normally exceeds performance expectations. He does not require significant guidance and direction to complete tasks effectively.

Meets Performance Expectations - The CEO is proficient in the performance of responsibilities. Normally meets performance expectations. He requires some guidance and direction to complete tasks effectively.

Does Not Meet Performance Expectations - The CEO requires performance improvement and/or skill development to increase his overall effectiveness and meet performance expectations.

Please provide any additional comments below:

10. Please provide comments regarding areas on which the CEO can focus to achieve goals based on OCERS Business and Strategic plan in 2025.

Please be sure to save your changes before closing the form.

To do so, click 'File,' then 'Save As,' and name the file using the format '2024 Annual CEO Evaluation_YourFirstInitialYourLastName' (e.g., '2024 Annual CEO Evaluation_JDoe')

11-18-2024 REGULAR BOARD MEETING - A-3 ANNUAL CEO COMPENSATION

OCERS CEO Total Compensation Cost History

Name: Steve Delaney
Date of Hire: 1/2/2008

CEO Compensation										Total Base Salary Lump Sum Auto Allowance AL Cash Out, OBP
Year	Increase Effective Date	% Increase over prior year	Base Salary Increase	Base Salary	Lump Sum	Notes	Auto Allowance	Annual Leave (AL) Cash Out	Optional Benefit Plan (OBP)	Annualized
2024	12/29/2023	7%	\$25,000	375000		7.0% Annual Salary Adjustment - 2023 Performance Evaluation	0	30,649.04	\$4,500	\$410,149
2023	12/30/2022	12%	\$37,797	350000.07	\$0.00	12.0% Annual Salary Adjustment - 2022 Performance Evaluation	\$0	28605.78	\$4,500	\$383,106
2022	12/31/2021	5%	\$14,868	312202.8	\$5,946.70	5.0% Annual Salary Adjustment & 2.0% lump sum - 2021 Performance Evaluation	\$0	24909.02	\$4,500	\$347,559
2021	1/1/2021	3%	\$8,660	\$297,335.18	\$5,773.50	3.0% Annual Salary Adjustment & 2.0% lump sum - 2020 Performance Evaluation	\$0	23947.58	\$4,500	\$331,556
2020	1/3/2020	3%	\$8,408	\$288,675	\$5,605	3.0% Annual Salary Adjustment & 2.0% lump sum - 2019 Performance Evaluation	\$0	\$23,290	\$4,500	\$322,070
2019	1/4/2019	2.5%	\$6,836	\$280,267	\$6,836	2.5% Annual Salary Adjustment & 2.5% lump sum - 2018 Performance Evaluation	\$0	\$22,906	\$4,500	\$314,509
2018	1/5/2018	5%	\$12,006	\$273,437	\$0	5% Annual Salary Adjustment - 2017 Performance Evaluation	\$0	\$22,348	\$4,500	\$300,285
2017	1/6/2017	3%	\$7,614	\$261,431	\$0	3% Annual Salary Adjustment - 2016 Performance Evaluation	\$0	\$20,739	\$4,500	\$286,670
2016	None for 2016	0%	\$0	\$253,817	\$0	Last increase effective date 1/9/2015	\$0	\$10,982	\$4,500	\$269,299
2015	1/9/2015	0%	\$0	\$253,817	\$5,076	One time 2% non-base building performance award	\$0	\$20,745	\$4,500	\$284,138
2014	12/27/2013	3%	\$4,977	\$253,817	\$0	Annual Merit	\$0	\$20,745	\$4,500	\$279,062
2013	6/2/2013	3%	\$7,248	\$248,840	\$0	Annual Merit	\$0	\$10,454	\$4,500	\$263,794
2012	1/13/2012	14%	\$29,640	\$241,592	\$0	Annual Merit	\$0	\$0	\$4,500	\$246,092
2012	12/16/2011	4%	\$8,154	\$211,952	\$0	Annual Merit	\$0	\$0	\$0	\$211,952
2011	12/17/2010	5%	\$9,194	\$203,798	\$0	Annual Merit	\$0	\$0	\$4,500	\$208,298
2011	12/17/2010	4%	\$7,488	\$194,605	\$0	Annual Merit	\$9,180	\$0	\$0	\$203,785
2010	12/18/2009	8%	\$13,874	\$187,117	\$0	Annual Merit	\$9,180	\$0	\$4,500	\$200,797
2009	12/19/2008	5%	\$8,258	\$172,143	\$0	Annual Merit	\$9,180	\$0	\$4,500	\$186,923
2008	1/2/2008		\$164,986	\$0	Startup Salary	\$9,180	\$0	\$4,500	\$178,666	

Year	County 401(a)	% of Salary	Annualized	OCERS 401(a)**	% of Salary	Annualized	Total Employee's Deferred Comp. County and OCERS 401(a)	Total Base Salary, Lump Sum, Auto Allowance, Annual Leave Cash Out, 401(a), OBP
2024	5%	\$18,750	3%	\$11,250	3%	\$11,250	\$30,000	\$440,149
2023	5%	\$17,500	3%	\$10,500	3%	\$10,500	\$28,000	\$411,106
2022	5%	\$15,610	3%	\$9,366	3%	\$9,366	\$24,976	\$372,535
2021	5%	\$14,867	3%	\$8,920	3%	\$8,920	\$23,787	\$355,343
2020	5%	\$14,434	3%	\$8,660	3%	\$8,660	\$23,094	\$345,164
2019	5%	\$14,013	3%	\$8,408	3%	\$8,408	\$22,421	\$335,930
2018	5%	\$13,672	3%	\$8,203	3%	\$8,203	\$21,875	\$327,160
2017	5%	\$13,072	3%	\$7,843	3%	\$7,843	\$20,914	\$307,584
2016	5%	\$12,491	3%	\$7,614	3%	\$7,614	\$20,305	\$289,604
2015	5%	\$12,491	3%	\$7,614	3%	\$7,614	\$20,305	\$304,443
2014	5%	\$12,691	3%	\$7,614	3%	\$7,614	\$20,305	\$299,367
2013	5%	\$12,442	3%	\$7,465	3%	\$7,465	\$19,907	\$283,701
2012	5%	\$12,080	3%	\$7,248	3%	\$7,248	\$19,327	\$265,819
2011	5%	\$10,190	3%**	\$6,114	3%	\$6,114	\$15,304	\$224,602
2010	5%	\$9,356	3%	\$5,614	3%	\$5,614	\$14,969	\$215,766
2009	5%	\$8,662	3%	\$5,197	3%	\$5,197	\$13,859	\$200,263
2008	5%	\$6,245	3%	\$3,950	3%	\$3,950	\$13,199	\$191,864

OCERS 2.7e55 Retirement Employer Contributions			Employer Pickup of Employee Contributions			
Fiscal Year	Employer contribution % of Salary	Employer Contribution Amount Annualized	Calendar Year	Gov't Code Section 31581.2 Pick up	Gov't Code Section 31581.1 Pick up	Combined Total
7/1/24 - 12/31/24	40.49%	\$150,019	2024	\$0	\$0	\$0
1/1/24 - 6/30/24	39.52%		2023	\$0	\$0	\$0
7/1/23 - 12/31/23	39.52%	\$143,378	2023	\$0	\$0	\$0
1/1/23 - 6/30/23	42.41%		2022	\$0	\$0	\$0
7/1/22 - 12/31/22	42.41%	\$129,424	2022	\$0	\$0	\$0
1/1/22 - 6/30/22	40.50%		2021	\$0	\$0	\$0
7/1/21 - 12/31/21	40.50%	\$117,105	2021	\$0	\$0	\$0
1/1/21 - 6/30/21	38.27%		2020	\$0	\$0	\$0
7/1/20 - 12/31/20	38.27%	\$106,406	2020	\$0	\$0	\$0
1/1/20 - 6/30/20	35.45%		2019	\$0	\$0	\$0
7/1/19 - 12/31/19	35.45%	\$95,641	2019	\$0	\$0	\$0
1/1/19 - 6/30/19	32.80%		2018	\$0	\$0	\$0
7/1/18 - 12/31/18	32.80%	\$91,301	2018	\$0	\$0	\$0
1/1/18 - 6/30/18	33.98%		2017	\$0	\$0	\$0
7/1/17 - 12/31/17	33.98%	\$87,749	2017	\$0	\$0	\$0
1/1/17 - 6/30/17	33.15%		2016	\$0	\$0	\$0
7/1/16 - 12/31/16	33.15%	\$87,491	2016	\$0	\$0	\$0
1/1/16 - 6/30/16	35.79%		2015	\$0	\$0	\$0
7/1/15 - 12/31/15	35.79%	\$90,359	2015	\$0	\$0	\$0
1/1/15 - 6/30/15	35.41%		2014	\$0	\$0	\$0
7/1/14 - 12/31/14	35.41%	\$84,445	2014	\$0	\$0	\$0
1/1/14 - 6/30/14	31.13%		2013	\$0	\$0	\$0
7/1/13 - 12/31/13	31.13%	\$71,840	2013	\$0	\$0	\$0
1/1/13 - 6/30/13	26.61%		2012	\$0	\$0	\$0
7/1/12 - 12/31/12	26.61%	\$62,669	2012	\$0	\$0	\$0
1/1/12 - 6/30/12	25.27%		2011	\$14,219	\$11,011	\$25,230
7/1/11 - 12/31/11	22.90%	\$49,085	2011	\$14,219	\$11,011	\$25,230
1/1/11 - 6/30/11	22.90%		2010	\$13,662	\$10,644	\$24,306
7/1/10 - 12/31/10	19.26%	\$41,379	2010	\$13,662	\$10,644	\$24,306
1/1/10 - 6/30/10	19.26%		2009	\$12,636	\$9,628	\$22,264
7/1/09 - 12/31/09	18.76%	\$34,679	2009	\$12,636	\$9,628	\$22,264
1/1/09 - 6/30/09	18.76%		2008	\$10,771	\$8,802	\$19,573
7/1/08 - 12/31/08	18.76%	\$32,874	2008	\$10,771	\$8,802	\$19,573
1/1/08 - 6/30/08	18.99%					

Grand Total Annual Compensation Cost to OCERS									
Calendar Year	Base Salary	Lump Sum/401(a)/Car Allowance	OCERS Annualized Cost of Retirement Benefit (Pension)	Retiree Medical Benefit (Annualized cost)	Health Care, Life and Disability Insurance	Optional Benefit Plan	Annual Leave (AL) Cash Out	Employer Portion of Medicare Tax (1.45%)	Total Compensation
2024	\$375,000	\$30,000	\$150,019	\$14,625	\$14,152	\$4,500	\$30,649	\$5,947	\$624,892
2023	\$350,000	\$28,000	\$143,378	\$13,650	\$13,152	\$4,500	\$28,606	\$5,553	\$587,840
2022	\$312,203	\$30,923	\$129,424	\$12,116	\$12,082	\$4,500	\$24,909	\$4,951	\$511,170
2021	\$297,335	\$29,560	\$117,105	\$11,596	\$10,631	\$4,500	\$23,948	\$4,724	\$499,400
2020	\$288,675	\$28,699	\$106,406	\$11,258	\$10,777	\$4,500	\$23,290	\$4,589	\$478,193
2019	\$280,267	\$28,287	\$95,641	\$10,980	\$10,340	\$4,500	\$22,906	\$4,461	\$458,308
2018	\$273,437	\$21,875	\$91,301	\$10,793	\$10,320	\$4,500	\$22,348	\$4,354	\$438,928
2017	\$261,431	\$20,914	\$87,749	\$10,445	\$10,528	\$4,500	\$20,739	\$4,157	\$420,463
2016	\$253,817	\$20,305	\$87,491	\$9,884	\$10,449	\$4,500	\$10,982	\$3,903	\$407,391
2015	\$253,817	\$20,305	\$87,491	\$9,884	\$10,449	\$4,500	\$10,982	\$3,903	\$407,391
2014	\$253,817	\$20,305	\$84,445	\$9,340	\$11,262	\$4,500	\$20,745	\$4,046	\$408,461
2013	\$248,840	\$19,907	\$71,840	\$9,854	\$11,314	\$4,500	\$10,454	\$3,823	\$380,534
2012	\$241,592	\$19,327	\$62,669	\$9,484	\$10,735	\$4,500	\$9,180	\$3,668	\$347,175
2011	\$203,798	\$25,484	\$74,315	\$5,349	\$9,067	\$4,500	\$0	\$3,020	\$325,514
2010	\$187,117	\$24,149	\$65,685	\$4,800	\$6,173	\$4,500	\$0	\$2,778	\$295,202
2009	\$172,143	\$23,039	\$56,942	\$3,681	\$5,839	\$4,500	\$0	\$2,571	\$269,823
2008	\$164,986	\$22,379	\$52,446	\$5,807	\$6,207	\$4,500	\$0	\$2,458	\$258,782

**Separate & in addition to the County 401(a)
***No OCERS 401(a) contributions were made on the portion of salary that was added by eliminating auto allowance
F:\Human Resources\2008-2018 Salary CEO CDD Audit Total Compensation\2018
Updated 11/4/2019 - L. Baker

11-18-2024 REGULAR BOARD MEETING - A-3 ANNUAL CEO COMPENSATION

2024 CEO Salary Comparison

1937 Act Systems

Retirement System	Net Assets (Billion)	Tenure (years)	CEO Salary Range	CEO Current Salary	CEO Auto Allow/mo	Est. Annual Auto Allow Amount	ER Contributions for Deferred Comp	*Est. Annual Def Comp Total By ER	Defined Benefit EE Pickup By ER	Annual Optional Benefit Plan (OBP)/ Flexible Spending Dollars (FSA) or Additional Salary	**Est. Total = Base, Auto, Deferred Comp and OBP/Flex or Additional Salary	Date of Salary Increase	COLA	Notes
LACERA (County)	73.9	5	Salary set by the Board	\$523,971	\$725.00	\$8,700	LACERA 401(k) = 4% of salary LACERA 457(b) = 4% of salary	\$41,918	ER Picks up 9.28%	\$99,555	\$674,144	1/1/2024	Part of the most recent increase. CEO does not get a separate COLA like regular staff.	19% Cafeteria Allowance to purchase in addition to salary
San Bernardino CERA	14.9	6	\$278,907.20 - \$406,993.60	\$406,993.60	\$1,300.00	\$15,600.00	457(b) = SBCERA 1% match 401(k) = SBCERA contribution up to 8% match	\$36,629	ER picks up 2%	\$44,339	\$503,562	7/1/2024	4.9%	OBP/FSA or Additional Salary Cell phone allowance \$216.67/month or \$100/pay period FSA \$40 per pay period Board approved new process since CEO has been at top of the range for the last few years. Board now has authority to grant the CEO a lump sum merit bonus payment with a max of 10% and granted the full 10% this year (https://sbcera.legistar.com/LegislationDetail.aspx?ID=6742403&GUID=B53537AA-A43D-4FBB-A27B-262587E3D360) Cell and auto allowance were increased as well as severance pay which is now up to 12 pay periods (approximately 6 months)
OCERS	23.0	16 years: 10 months	Salary set by the Board	\$375,000	None	\$0	OCERS 401(a) = 5% of salary County 401(a) = 3% of salary	\$30,000	None	\$4,500	\$409,500	12/29/2023	Included as part of salary increase	Eligible for 170 Annual Leave Cashout (approx. \$30,649)
Alameda CERA	11.7	8	\$294,715.20 - \$350,875.20	\$350,875	\$1,103	\$13,236	457(b): \$22,500	\$22,500	Employer picks up total contribution	\$3,500	\$390,111	5/12/2024	6% (included as part of most recent salary increase)	
San Diego County ERA	17.69	3.5	\$202,488.00 - \$372,902.40	\$372,902	\$600	\$7,200	None	\$0	ER picks up percentage		\$380,102	6/30/2024	FY 2023-2024 = 2.75% FY 2024-2025 = 2.75%	Flexible Spending Account COLA - 2.75% as part of increase
LACERS (City)	24.0	6.5 years	\$201,512 - \$357,194	\$357,194	\$500	\$6,000	None	\$0	None	\$0	\$363,194	6/30/2024	Included as part of recent increase	
Sacramento CERS	13.0	6.5	\$250,851.96 - \$320,153.04	\$320,153	\$550	\$6,600	Up to 3% match	\$9,605	22.83%	\$10,725	\$347,083	6/30/2024	Included as part of recent increase	3.35% management differential in addition to annual salary \$25.00/pay period to employee's Retiree Health Savings Plan
Sonoma CERA	3.50	11.00	\$247,010.65 - \$300,232.21	\$292,905	\$430	\$5,160	401(a): 3% salary plus 1% match	\$11,716	None	\$7,230	\$317,011	3/5/2024	Included as part of recent increase	
Contra Costa CERA	11.0	6 months	Salary set by the Board	\$300,000	None	\$0	457(b) = \$235 monthly	\$2,820	None	\$0	\$302,820	3/16/2024 (date of promotion)	Included as part of promotion	
San Joaquin CERA	4.2	Less than 1 year	233,953 - \$284,372	\$257,933	\$585	\$7,020	457(b): 5% of salary	\$12,897	None	\$0	\$277,850	7/1/2024	COLA included as part of salary increase (4% increase)	For HDHP election, \$700/yr (Employee Only) or \$1400/yr (Employee + Dependent(s)) Employer contribution to HSA.
Kern CERA	5.8	8	\$205,700 - \$245,831	\$245,831	\$598	\$7,176	457(b) matching (up to 6% of base)	\$13,914	None	\$23,191	\$290,112	7/13/2024	2% as of 7/13/24 (given to all employees)	Per Matt Henry (COO), 6% premium pay for employees hired after 2007 OBP/FSA = 10% of base pay for management employees
Los Angeles City Fire & Police ERS	31.3	1.5	\$201,512.88 - \$357,194.16	\$315,538	\$500	\$6,000	0	\$0	See notes	\$0	\$321,538	7/1/2024	N/A	City contributes an actuarially determined percentage sufficient to fully meet the actuarial funding requirements of the plan when combined with employee contributions

2024 CEO Salary Comparison

Plan Sponsors

Organization	Name	Tenure (years)	Title	Current Salary	Auto Allow/mo	Est. Annual Auto Allow Amount	ER Contributions for Deferred Comp	*Est. Annual Def Comp Total By ER	Defined Benefit EE Pickup By ER	Annual Optional Benefit Plan (OBP)/ Flexible Spending Dollars (FSA) or Additional Salary	**Est. Total = Base, Auto, Deferred Comp and OBP/Flex or Additional Salary	Date of Salary Increase	COLA	Notes
OCTA	Darrell Johnson	11	CEO	\$421,741	\$765	\$9,180	EE - \$18,753.20 ER - \$28,018.50	\$46,087	ER pays percentage (30.43%)	\$0	\$477,008	7/8/2024	Included as part of recent salary increase	
County of Orange	Michelle Aguirre	Hired as Interim CEO 7/12/24	Interim CEO	\$410,599	\$765	\$9,180	401(a) = 6% of salary	\$24,636	ER pays percentage	\$4,500	\$448,915	7/12/2024	Previous CEO authorized 4.25% COLA increase to match the 4.25% COLA increase that the County's Administrative Management Bargaining Unit received on 6/28/2024	Board of Supervisors approved a salary increase to \$410,599 retroactive to 7/12/24
OCSD	Robert C. Thompson	1.5	General Manager	\$385,236	\$700	\$8,400	457(b) = \$11,000 annually OCERS 401(a) = 5% of salary County 401(a) = 3% of salary	\$11,000	3.5% ER pickup (EPMC)	\$30,364	\$435,000	7/1/24	Not COLA-based. The General Manager received a salary range adjustment/increase of 7.3% in July 2024.	OBP/FSA Medical allowance - \$6000/year Investment incentive salary - 6% base salary bi-weekly + flat amount of \$1,250 annually
OCERS	Steve Delaney	16 years: 10 months	Salary set by the Board	\$375,000	None	\$0		\$30,000	None	\$4,500	\$409,500	12/29/2023	Included as part of salary increase	Eligible for 170 Annual Leave Cashout (approx. \$30,649)
OCFA	Brian Fennessy	6	Fire Chief	\$350,000	None	\$0	401(a) = 4.5% base salary	\$15,750	None	\$3,500	\$369,250	11/17/2023	N/A: all increases based on performance (see notes)	Chief Fennessy has an employment contract, changes necessitate board approval
TCA	Ryan Chamberlain	1	CEO	\$302,500	\$760	\$9,120	Deferred Comp = \$31,000 annually	\$31,000	100% employer paid	\$0	\$342,620	8/28/23 FY 2023-2024 information reflected (FY 2024-2025 negotiations not finalized as of 9/30/24).	N/A: increases are based on performance	OBP/FSA Bonus - up to 5% after 1 year of employment TCA contributes ER portion of DP plan Life Insurance - \$1,322/year Health benefits 100% paid (\$28,013.40) Information reflected for FY 23-24 as negotiations have not been finalized for FY 24-25
OC Superior Court	David Yamasaki	8	CEO	\$325,000	None	\$0	None	\$0	None	\$4,500	\$329,500	3/22/2024	Separate increase: do not have annual increases as compensation for this position is determined by Presiding Judge.	OBP/FSA Also receives \$60.00/pay period HSA

Proposed Senior Executive Salary Increases Effective January 1, 2025

Position	Proposed 2025 Salary Range per 3.9% ECI (Tentative date of finalization at Board Meeting on 11/18/24)		2024 Annualized Salary	Proposed 2025 Annualized Salary
Chief Investment Officer	\$335,403.00	\$519,874.00	\$500,360.00	\$519,874 *
Steve Delaney	Set by Board	Set by Board	\$375,000.00	TBD
Assistant CEO	\$202,167.00	\$313,356.00	\$301,594.00	\$313,356 *
Assistant CEO	\$202,167.00	\$313,356.00	\$265,000.00	TBD
General Counsel	\$233,627.00	\$362,123.00	\$286,527.00	TBD

Meets Expectations: Employer Cost Index (ECI) is 3.9%

Exceeds Expectations: An additional 2.75%

Exceptional Performance: An additional 2.75%.

Example for Exceeds Expectations: 3.9% + 2.75% = 6.65%

Example for Exceptional Performance: 3.9% + 2.75% + 2.75% = 9.4%

* Currently at top of range; eligible only for ECI increase



Memorandum

DATE: November 18, 2024
TO: Members of the Board of Retirement
FROM: Steve Delaney, Chief Executive Officer
SUBJECT: ELECTION OF OCERS BOARD VICE-CHAIR

Recommendations

- 1) Elect a new OCERS Board Vice-Chair for the calendar year 2025 now rather than waiting until December because doing so will facilitate the timely appointment of Committee Chairs for 2025.
- 2) Direct that the OCERS By-Laws be reviewed, given that this election will occur a month earlier than prescribed.

Background/Discussion

Per OCERS' By-Laws, excerpted below, the election of the Vice-Chair is to take place at the "last regular Board meeting in December." However, moving this election up a month will facilitate the timely appointment of Committee Chairs for 2025. Thus, we recommend that the Board elect the Vice-Chair a month early.

With Mr. Packard, an appointed member, serving as 2024 Vice-Chair, the Board's charter directs that he "shall automatically succeed to the office of Chair." The By-Laws direct that the Vice-Chair shall be of a different "group" than the Chair; for 2025, that would be one of the elected members. The new Chair, Mr. Packard, and the newly elected Vice-Chair will take office January 1, 2025.

By-Laws Excerpt:

3. Election of Officers: The Board shall have a Chairperson and a Vice-Chairperson, each of whom will serve a one-year term of office, which corresponds with the calendar year. The person who holds the office of Vice-Chairman on the last day of the Calendar year shall automatically succeed to the office of Chairperson effective the first day of the following calendar year. At its last regular Board meeting in December, the Board shall elect a new Vice-Chairperson, who shall serve in that capacity beginning in January of the following year until the end of that calendar year, at which time he or she shall succeed to the office of Chairperson. The Chairperson and Vice-Chairperson shall both be members of the Board, and shall be from different "groups" as hereinafter defined.

For purposes of this section, all Board Members are considered members of one of two "groups." The elected member group includes those members of the Board elected by the members of the Retirement System, i.e., the two general member representatives, the retired member representative, and the safety member representative. The appointed member group includes the four members appointed by the County Board of

Supervisors and the County Treasurer. The alternate member of the Board is ineligible to hold office as Chairperson or Vice-Chairperson of the Board.

Because we are recommending the Board take action on the Vice-Chair a month earlier than stated in the By-Laws, the Board of Retirement Charter requires the Board to include in the minutes the reason for making an exception to one of its policies and request that the policy be reviewed:

22. As a general rule, the Board will comply with all Board policies. If the Board takes an action contrary to one of its policies, it will state in the Board minutes the reasons for doing so. At such time, the Board will also request that a review of the policy be undertaken.

Thus, in addition to the election of the Vice-Chair, we request that Staff be directed to conduct a review of the By-Laws.

Submitted by:



SD - Approved

Steve Delaney
Chief Executive Officer



Memorandum

DATE: November 18, 2024
TO: Members of the Board of Retirement
FROM: Jenny Sadoski, Director of Information Technology
SUBJECT: **DIALPAD VOIP SERVICES CONTRACT EXTENSION**

Recommendation:

Approve extending the contract term with Dialpad for Voice Over IP (VOIP) business phone and contact center services for up to six years, renewed annually.

Background/Discussion

In December 2019, the Orange County Employees Retirement System (OCERS) entered a contract with Dialpad to provide our Voice Over IP (VOIP) business phone system and contact center services. The current annual value of the contract is \$ This contract has served our organization well by improving communication efficiency, reducing costs, and providing a scalable solution to meet our growing needs.

According to [OCERS' Procurement and Contracting policy](#), contract terms exceeding six years must receive Board approval to ensure alignment with our long-term operational needs and cost-effectiveness.

Per Section II. Provisions Applicable to All Contracts item D. Contract Term

1. *Contract terms will not exceed six (6) years*
2. *Ongoing subscriptions or licenses will be reviewed at least every six (6) years*
3. *The Legal department must review renewal documents.*
4. *Board of Retirement approval is required to extend a contract term beyond a total of six (6) years*

The Dialpad contract will reach its sixth and final year in 2025. According to [OCERS' Procurement and Contracting policy](#), [any contract extension beyond six years requires](#) approval from the Board of Retirement., Without this extension, we would need to allocate resources to issue an Request for Proposal (RFP), select and potentially implement a new business phone and contact center solution. We are requesting the Board's approval to extend the Dialpad contract until after the selection of a new Pension Administration Solution (PAS). This will enable us to make more informed decisions based on the PAS requirements and capabilities ensuring a more cohesive and efficient selection of a new phone and contact center solution.

Request for a Contract Term Extension

We are requesting the Board's approval to extend the Dialpad Phone System contract beyond the six-year limit due to the following reasons:

1. Alignment with the New Pension Administration System

OCERS has begun the process to look for new Pension Administration Solutions (PAS) which will define the technical and operational requirements needed for a new contact center and customer relationship management (CRM) systems. The new PAS project will define the features and functionalities and interoperability needed to create a new level of member outreach and engagement as well as self service automation opportunities with OCERS. Waiting to define the contact center requirements based on the new PAS will ensure compatibility, streamline processes, and enhance our member experience. Implementing a new contact center solution prior to establishing these requirements may lead to mismatches between systems, requiring future customization, reconfiguration efforts, or implementing another call center solution. By postponing reprocurring the services, we allow for a unified strategy that aligns with the chosen PAS platform.

2. Cost savings

Delaying the implementation of a new business phone and contact center solution will save OCERS approximately \$150,000 in third-party implementation costs. By postponing the project, we can avoid the immediate need for external consultants and vendors, who would typically manage the system configuration, integration, and training. This delay allows us to strategically plan the transition to occur after selecting a new Pension Administration System, reducing the complexity and overlap of implementing multiple systems simultaneously. Additionally, waiting for advancements in technology will enable us to adopt a more cost-effective, future-ready solution, further optimizing our overall budget and minimizing unnecessary expenses.

3. Alleviation of Technical Debt

Proceeding with a new contact center solution now would likely create technical debt by requiring significant modifications or even a complete redesign once the new PAS is selected. Such an approach would lead to increased costs, extended timelines, and resource reallocation to adjust the contact center solution to align with the PAS. By waiting, we mitigate these risks, allowing for a single, comprehensive solution that avoids costly retrofits and ensures our investments are directed toward long-term, sustainable systems.

4. Availability of OCERS Resources

The RFP process and the potential of transitioning to another business phone and contact center solution would require significant time, resources, and retraining. This would require us to pull valuable resources from other projects, such as the new PAS solution, which could temporarily disrupt or delay our efforts to complete those initiatives in the time allotted.

5. Technology Advancements

Delaying the implementation of a new contact center will allow us to take advantage of emerging AI and automation technologies transforming call centers. These innovations, such as intelligent chatbots, advanced voice recognition, predictive analytics, and automated workflows, enhance efficiency and deliver a more personalized member experience. By waiting until after the new Pension Administration System is selected, we can ensure that our contact center aligns with the latest advancements, maximizing the long-term value of our investment and future-proofing the system.

6. Vendor Performance:

Dialpad has consistently met or exceeded OCERS' performance expectations, including reliable uptime, responsive customer support, and ongoing technological upgrades. Their system integrates well with our processes and serves our current operations well.

7. Policy Compliance:

In accordance with OCERS' policy, any extension beyond the 6-year limit requires Board approval. This request is in full compliance with the procurement guidelines, ensuring that due diligence and oversight are maintained.

Next Steps

Upon Board approval, we will proceed with finalizing the contract extension and ensure all compliance checks are in place, including contract terms and performance evaluations.

Submitted by:



JS - Approved

Jenny Sadoski
Director of Information Technology



Retirement Board Meeting
November 18, 2024
Application Notices

MEMBER NAME	AGENCY/EMPLOYER	RETIREMENT DATE
AGUILERA, CRAIG	Health Care Agency	9/6/2024
ALCANTARA, RAQUEL	Social Services Agency	8/28/2024
BILLITER, ADRIANNE	Health Care Agency	9/1/2024
BLUM, MARY	OCTA	9/8/2024
BRAUN, TANYA	Superior Court	9/1/2024
BRODERSON, SUSAN	Social Services Agency	6/29/2024
CAIRNS, JOSEPHINA	Probation	9/20/2024
CARDENAS, DEWEY	OC Public Works	9/20/2024
CHANG, CATHY	Probation	9/6/2024
CORONA, SARA	Superior Court	9/13/2024
GARCIA, LAURA	Child Support Services	9/6/2024
GOOD, RITA	OCTA	8/30/2024
GRABER, PAMELA	Child Support Services	9/20/2024
GROWSKY, KATHY	Superior Court	9/9/2024
HAMMERSTEADT, NORA	Assessor	9/20/2024
HARTER, PAUL	Sheriff's Dept	9/6/2024
HERNANDEZ, LUCY	District Attorney	8/22/2024
HOLLAND, FRANK	OCTA	9/3/2024
HOOR, CHANDA	Social Services Agency	9/20/2024
IBARRA, MARISELA	Health Care Agency	9/20/2024
IORGA, GABRIEL	Health Care Agency	9/19/2024
JAVIER, AMBROCIO	OCTA	9/8/2024
JIMENEZ, ANNA	Social Services Agency	9/6/2024
JIMENEZ, SONIA	Social Services Agency	8/30/2024
JONES, JANET	Social Services Agency	9/20/2024
KIRKHOFF, MICHELLE	OCTA	8/1/2024
KLAWE, LISA	Health Care Agency	9/6/2024



Retirement Board Meeting
November 18, 2024
Application Notices

LARA, MANUEL	OCTA	9/22/2024
LATINO, MARIE	OCTA	9/8/2024
LATINO, MARIE JOANNE	OCTA	9/7/2006
LLANES, MEDEL	OC Public Works	9/7/2024
MANHIT RIFFLE, MARIA	Social Services Agency	9/20/2024
MARROQUIN, MARION	Child Support Services	9/20/2024
MAYFIELD, ELIZABETH	Social Services Agency	9/6/2024
MINA, PORTIA	Sanitation District	7/6/2024
NATION, DENYSE	Superior Court	9/1/2024
NGUYEN, PAULINE	OC Public Works	8/1/2024
NGUYEN, PHUONG	Social Services Agency	9/9/2024
NGUYEN, VU	OC Community Resources	8/31/2024
PETTIT, CHARLES	Sheriff's Dept	9/20/2024
RAZO, NORMA	Social Services Agency	9/20/2024
RIVERA, JOSE	Probation	9/6/2024
ROGAN, ALICE	OCTA	9/22/2024
SCHWEITZER, DONALD	Child Support Services	9/16/2024
STAMMERJOHAN, TAWNIA	Sheriff's Dept	9/6/2024
TINAJERO, PATRICIA	Superior Court	9/6/2024
TONNU, BICHNGOC	Social Services Agency	9/6/2024
TRAN, LYNN	Health Care Agency	9/22/2024
TRAN, MYLINH	OCTA	9/8/2024
TRUONG, DUC	Social Services Agency	9/6/2024
VIZCAINO, DOMINGA	Social Services Agency	9/1/2024
VON GRIES, JERRY	Superior Court	9/6/2024
WARDWELL, RUTH	OCWR	9/6/2024
WILLIAMS, JIM	OC Community Resources	9/6/2024
WOLLENHAUPT, ALICE	Social Services Agency	9/6/2024



Retirement Board Meeting
November 18, 2024
Application Notices

WURSTER, CHRISTY	Sheriff's Dept	7/26/2024
YAZDAN, SIMIN	OCTA	9/22/2024



Retirement Board Meeting

November 18, 2024

Death Notices

ACTIVE DEATHS	AGENCY/EMPLOYER
BRODOWSKI, JOEL	Fire Authority (OCFA)
TEC, DEREK	Sheriff's Dept

RETIRED MEMBERS	AGENCY/EMPLOYER
ALVAREZ, RICHARD	OCTA
BISHOP, GREG	Fire Authority (OCFA)
BRODKIN, STEVEN	Social Services Agency
DE MARCO, ANN	Probation
DI GUGLIELMO, FRANK	OCTA
DIETZ, ALLAN	Health Care Agency
EHLING, LELAND	Health Care Agency
GOMEZ, JENINE	Auditor Controller
GRAF, RICHARD	OCTA
HAYES, JEANETTE	Health Care Agency
HUBBARD, HERMAN	Registrar of Voters
KENNEDY, VICKI	Probation
LEIN, DAVID	Sheriff's Dept
LUDERMAN, JOHN	Sheriff's Dept
MAROLD, JEANNINE	Social Services Agency
MATTAINO, ANNA	Health Care Agency
MELLO, LUCILLE	Fire Authority (OCFA)
MILLERD, MARY	UCI
MORALES, ROSE	Social Services Agency
PERRY, JO ANN	Probation
PINDER, CHARLENE	Assessor
POWELL, JOHN	County Counsel
RALLS, JOHN	Health Care Agency
SCHOMER, BARBARA	Social Services Agency
SOUCY, JERRY	Health Care Agency
THORNTON, JAMES	UCI
WHITE, KENNETH	Health Care Agency
WHITFORD, WENDY	Assessor

SURVIVING SPOUSES	
FULLER, VELMA	
HECHT, PATRICIA	
KIRWIN, JOSEPH	
MARTINEZ, IRMA	
RAPPAPORT, JULIA	



Retirement Board Meeting
November 18, 2024
Death Notices

SEVIER, GWEN	
YANCEY, JANET	

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

**GOVERNANCE COMMITTEE MEETING
Thursday, August 15, 2024
9:30 a.m.**

MINUTES

The Chair called the meeting to order at 9:33 a.m.

Recording Secretary administered the roll call.

Attendance was as follows:

Present: Chris Prevatt, Chair; Arthur Hidalgo, Vice-Chair; Roger Hilton, Board Member; Richard Oates, Board Member.

Also present: Steve Delaney, CEO; Manuel Serpa, General Counsel; Suzanne Jenike, Assistant CEO, External Operations; Joon Kim, Staff Attorney; Ivan Cao, Staff Attorney; Brenda Shott, Assistant CEO, Internal Operations; Will Tsao, Director of Enterprise Project Management Office; Kwame Addo, Chief Compliance Officer; Silviu Ardeleanu, Director of Member & Employer Relations Section - Member Services; Bill Singleton, Paralegal; Amanda Evenson, Executive Secretary; Jeff Lamberson, Director of Retirement Operations - Member Services; Carolyn Nih, Executive Secretary; David Kim, Director of Internal Audit; Rosie Baek, Staff Attorney; Marielle Horst, Executive Secretary; Anthony Beltran, Audio Visual Technician; Rebeca Gonzalez-Verdugo, Recording Secretary; Jenny Davey, Internal Auditor; Iriss Barriga, Member of the Public; Maria Chase, Member of the Public; Mary-Joy Coburn, Director of Communications; Mark Adviento, Senior Internal Auditor; Jenny Sadoski, Director of IT.

CONSENT AGENDA

C-1 APPROVE GOVERNANCE COMMITTEE MEETING MINUTES

Governance Committee Meeting Minutes

May 23, 2023

MOTION by Mr. Hilton, **seconded** by Mr. Oates, 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 OFF-CYCLE REVIEW OF THE MEMBERSHIP ELIGIBILITY REQUIREMENTS POLICY

Presentation by Manuel Serpa, General Counsel

Recommendation: Consider and provide guidance on the draft revisions to the Membership Eligibility Requirements Policy.

After discussion, the Committee provided direction to staff to create a separate policy to address working retirees, meet with Employers to discuss the duration limits for Extra Help positions, and retain the language that the Board grants exceptions to the requirements in the Policy.

The Committee provided further direction to staff to provide a final draft at the next Governance Committee meeting to approve by the end of the calendar year.

A-3 REVIEW OF OCERS ADMINISTRATIVE PROCEDURE REGARDING FELONY FORFEITURE

Presentation by Joon Kim, Staff Attorney

Recommendation: Review, approve, and recommend the Board adopt the revised OCERS Administrative Procedure (OAP) regarding Felony Forfeiture, as presented.

After discussion, **MOTION** by Mr. Hidalgo, **seconded** by Mr. Hilton to adopt staff's recommendations.

The motion passed **unanimously**.

The Committee recessed for break at 10:32 a.m.

The Committee reconvened from break at 10:45 a.m.

The Chair administered the Roll Call attendance.

A-4 OFF-CYCLE REVIEW OF THE SECURITIES LITIGATION POLICY

Presentation by Manuel Serpa, General Counsel

Recommendation: Approve and recommend that the Board adopt revisions to the Securities Litigation Policy.

After discussion, **MOTION** by Mr. Hidalgo, **seconded** by Mr. Hilton to adopt staff's recommendations.

The motion passed **unanimously**.

A-5 TRIENNIAL REVIEW OF THE SUCCESSION POLICY

Presentation by Steve Delaney, Chief Executive Officer

Recommendation: Approve and recommend that the Board adopt revisions to the Succession Policy.

After discussion, **MOTION** by Mr. Hilton, **seconded** by Mr. Oates, to adopt all of staff’s recommended revisions to the Policy and provided direction to staff to include a reference to the Board of Retirement Charter language: “Unless expressly waived by the Board, no Board Member will solicit or accept employment as a member of OCERS direct staff while he or she is a Member of the Board and for a period of three years following the termination of their service as a Member of the Board.”

The motion passed **unanimously**.

A-6 REVIEW OF OCERS ADMINISTRATIVE PROCEDURE REGARDING REQUIRED MINIMUM DISTRIBUTIONS

Presentation by Ivan Cao, Staff Attorney

Recommendation: Review, approve, and recommend the Board adopt the revised OCERS Administrative Procedure (OAP) regarding Required Minimum Distributions, as presented.

After discussion, **MOTION** by Mr. Oates, **seconded** by Mr. Hilton to adopt staff’s recommendations.

The motion passed **unanimously**.

A-7 OFF-CYCLE REVIEW OF THE MEMBER SERVICES CUSTOMER SERVICE POLICY

Presentation by Silviu Ardeleanu, Director of Member & Employer Relations Section - Member Services

Recommendation: Approve and recommend the Board adopt the proposed revisions to the Member Services Customer Service Policy.

After discussion, **MOTION** by Mr. Oates, **seconded** by Mr. Hilton to adopt staff’s recommendations.

The motion passed **unanimously**.

A-8 TRIENNIAL REVIEW OF THE LEGISLATIVE POLICY

Presentation by Manuel Serpa, General Counsel

Recommendation: Approve and recommend that the Board adopt revisions to the Legislative Policy.

After discussion, **MOTION** by Mr. Hilton, **seconded** by Mr. Oates, to adopt all of staff’s recommended revisions to the Policy and provided direction to staff to remove “as a guest” from paragraph 6.

The motion passed **unanimously**.

Orange County Employees Retirement System
August 15, 2024
Governance Committee Meeting – Minutes

Page 4

A-9 ADOPTION OF THE EMPLOYER DATA POLICY

Presentation by Steve Delaney, Chief Executive Officer, and Manuel Serpa, General Counsel

Recommendation: Approve and recommend that the Board adopt the Employer Data Policy.

After discussion, Committee consensus was to return Policy back to staff for further development.

The Committee provided direction to staff to meet with Employers to discuss the next draft of the policy as well as the timeline and details of implementation. More detailed information on potential fees should be provided in the next version. The Committee also discussed the AOCDS recommendation on the definition of “grade or class.”

INFORMATION ITEMS

None.

COMMITTEE MEMBER COMMENTS

None.

CHIEF EXECUTIVE OFFICER/STAFF COMMENTS

None.

COUNSEL COMMENTS

None.

ADJOURNMENT

Chair adjourned meeting at 11:49 a.m.

Submitted by:

Approved by:

Manuel Serpa
General Counsel/Staff Liaison

Steve Delaney
Chief Executive Officer/Secretary

Chris Prevatt
Chair



Memorandum

DATE: November 18, 2024
 TO: Members of the Board of Retirement
 FROM: Steve Delaney, Chief Executive Officer
 SUBJECT: **CEO FUTURE AGENDAS AND 2024 OCERS BOARD WORKPLAN**

Written Report

AGENDA TOPICS FOR THE OCERS BOARD OF RETIREMENT

DECEMBER

- Adopt Annual Work Plan
- Annual Employer Report
- Election of the Vice-Chair
- List of Next Year’s Committee Assignments
- REAOC Annual Update
- CIO Comments

JANUARY 2025

- Annual Disability Statistics
- Annual OCERS Innovations
- Annual Preview of “Year in Review” Communication Plan
- Board Education Report
- Communication Policy Fact Sheet
- Form 700 Filing Requirements
- Annual Information Security Summary (Closed Session)
- CIO Comments

FEBRUARY 2025

- Annual Cost of Living Adjustment
- Initial STAR COLA Posting
- Annual Overpaid and Underpaid Plan Benefits Report
- Annual Policy Compliance Report
- Report Outcome of Prior Year Business Plan
- Annual Report of Contacts > \$100,000

Submitted by:



SD - Approved

Steve Delaney
Chief Executive Officer

OCERS RETIREMENT BOARD - 2024 Work Plan

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep (Offsite)	Oct	Nov	Dec
System Oversight	Receive Quality of Member Services Report (I)	STAR COLA Posting (I)	Approve 2024 STAR COLA (A)	SACRS Board of Directors Election (A)	Preliminary December 31, 2023 Valuation (I)	Mid-Year Review of 2024 Business Plan Progress (I)	Approve Early Payment Rates for Fiscal Year 2024-26 (A)	Review 2nd Quarter Budget to Actuals Financial Report (I)	Strategic Planning Workshop (I)	Adopt 2025 Board Meeting Calendar (A)	Review 3rd Quarter Budget to Actuals Financial Report (I)	
	Receive OCERS Innovation Report (I)	Approve 2024 COLA (A)	Quarterly Budget vs Actual Report (I)	Quarterly Travel and Training Expense Report (I)	Quarterly Unaudited Financial Statements (I)	Approve December 31, 2023 Actuarial Valuation & Funded Status of OCERS (A)	Quarterly Travel and Training Expense Report (I)	Receive OCERS by the Numbers (I)	Annual OCERS Employer Review (I)	Approve 2025-2027 Strategic Plan (A)	Approve 2025 Administrative (Operating) Budget (A)	
	Annual Disability Statistics Report (I)	Annual Overpaid And Underpaid Plan Benefits Report (I)	Quarterly Unaudited Financial Statements (I)	Quarterly 2024-2026 Strategic Plan Review (A)	Quarterly Budget vs Actual Report (I)	Approve 2023 Comprehensive Annual Financial Report (A)	Quarterly 2024-2026 Strategic Plan Review (A)	Receive Evolution of the UAAL (I)	State of OCERS (I)	Approve 2025 Business Plan (A)	Annual CEO Performance Review and Compensation (A)	
	Quarterly Travel and Training Expense Report (I)	Annual Report of Contracts >\$100,000 (I)						Quarterly Unaudited Financial Statements (I)	Annual 2024-2026 Strategic Plan Review (A)	Employer & Employee Pension Cost Comparison (I)	Quarterly Unaudited Financial Statements (I)	
	Quarterly 2024-2026 Strategic Plan Review (A)							Employer Employee Contribution Matrix (I)	Propose 2025 Board Meeting Calendar (I)	SACRS Business Meeting Direction (A)		
								Receive Quality of Member Services Report (I)	Quarterly Travel and Training Expense Report (I)			
Board Governance												Adopt Annual Work Plan for 2025 (A)
												Vice-Chair Election (A)
												Receive 2025 Board Committee Appointments (A)
Regulation / Policies	Communication Policy Fact Sheet (I)											
Compliance	Status of Board Education Hours for 2023 (I)	Annual Policy Compliance Report (I)	Semi Annual Business Continuity Disaster Recovery Updates (I)	Form 700 Due (A)		Receive Financial Audit (I)				Semi Annual Business Continuity Disaster Recovery Updates (I)		
	Annual Information Security Summary (closed session) (I)											

(A) = Action (I) = Information



Memorandum

DATE: November 18, 2024
TO: Members of the Board of Retirement
FROM: Jim Doezie, Contracts, Risk and Performance Administrator
SUBJECT: QUIET PERIOD – NON-INVESTMENT CONTRACTS

Written Report
Background/Discussion

1. **Quiet Period Policy Guidelines**

The following guidelines established by the Quiet Period Policy, section 3.c, will govern a search process for any contract to be awarded by OCERS:

“...Board Members and OCERS staff shall not knowingly communicate with any party financially interested in any prospective contract with OCERS regarding the contract, the services to be provided under the contract or the selection process;”

2. **Quiet Period Guidelines**

In addition, the following language is included in all distributed Requests for Proposals (RFP):

“From the date of issuance of this RFP until the selection of one or more respondents is completed and announced, respondents are not permitted to communicate with any OCERS staff member or Board Members regarding this procurement, except through the Point of Contact named herein. Respondents violating the communications prohibition may be disqualified at OCERS’ discretion. Respondents having current business with OCERS must limit their communications to the subject of such business.”

Distributed RFP’s

The RFP and RFQ’s noted below are subject to the quiet period until such time as a contract is finalized.

- Σ An RFP for Independent Medical Evaluation Services was distributed in July. This RFP is to select at least one vendor that can coordinate medical examinations for the OCERS Disability department. Four Proposals were received September 13th that are currently being evaluated.
- Σ An RFP for Information Technology Audit & Consulting Services was distributed late October. This is to bid-out services currently performed by RSM whose 6-year maximum contract expires June of 2025. Proposals are due November 22nd.

Submitted by:



JD - Approved

Jim Doezie
 Contracts, Risk and Performance Administrator



Memorandum

DATE: November 18, 2024
TO: Members of the Board of Retirement
FROM: Steve Delaney, Chief Executive Officer
SUBJECT: BOARD COMMUNICATIONS

Written Report

Background/Discussion

To ensure that the public has free and open access to those items that could have bearing on the decisions of the Trustees of the Board of Retirement, the OCERS Board has directed that all written communications to the entire Board during the interim between regular Board meetings be included in a monthly communications summary.

News Links

The following news and informational item was provided by the CEO for distribution to the entire Board:

From Mary-Joy Coburn, Director of Communications:

- ∑ NASRA News Clips

Other Items: (See Attached)

- ∑ Monthly summary of OCERS staff activities and updates, starting with an overview of key customer service metrics, for the month of SEPTEMBER 2024.

Submitted by:



SD - Approved

Steve Delaney
Chief Executive Officer



MONTHLY ACTIVITIES AND UPDATE REPORT



September 2024

ocers.org



OCERS Activities and Update Report

SEPTEMBER 2024

To the members of the OCERS Board of Retirement,

The following is my regular monthly summary of OCERS’ team activity, starting with an overview of key customer service statistics as well as activity highlights followed by updates for September 2024.

MEMBER SERVICES MONTHLY METRICS										
Retirement Applications Received				Customer Service Statistics						
Month	2022	2023	2024	Month	Unplanned Recalculations	Member Satisfaction Approval Rate	Calls Received via Call Center	Calls Direct to Extension	Calls Received by Operator	Total Calls (monthly)
January	346	244	278	January	0	98%	2,528	3,143	857	6,528
February	151	152	151	February	0	98%	2,877	3,262	916	7,055
March	120	135	68	March	0	98%	2,300	3,647	611	6,558
April	47	54	82	April	2	98%	2,070	2,526	572	5,168
May	65	60	63	May	1	98%	1,818	3,007	511	5,336
June	73	45	43	June	0	98%	1,325	2,102	461	3,888
July	54	28	52	July	0	98%	1,457	2,019	548	4,024
August	58	45	45	August	0	98%	1,496	2,582	562	4,640
September	42	46	49	September	2	98%	1,329	2,184	416	3,929
October	70	54		October						
November	78	50		November						
December	86	39		December						
Grand Total	1190	952	831	Grand Total	5	98%	17,200	24,472	5,454	47,126

MEMBER SURVEY RESPONSES
<p><i>“The RPS I met with today was very helpful and informative. He had great knowledge in reference to the questions that I had.” – September 2024</i></p>
<p><i>“I met with the RPS today and he is terrific. Professional, friendly and informative. He was able to answer my questions clearly. I feel more comfortable about this exciting but daunting process! I spoke with a different RPS earlier today on the phone, as I'm with HCA, and he has also provided me with great information and support. Notably, both gentlemen acknowledged the anxiety and apprehension felt by many members as we embark on this process. This human touch is very much appreciated!” – August 2024</i></p>
<p><i>“The RPS was super informative and provided extremely useful knowledge regarding my retirement options.” – July 2024</i></p>



OCERS Activities and Update Report

SEPTEMBER 2024

ACTIVITIES

Strategic Planning Workshop- September 10-11

On September 10th and 11th, OCERS hosted their annual Strategic Planning Workshop. This year, the workshop was held at the Westin South Coast Plaza in Costa Mesa, California. The two-day event was filled with meaningful organizational updates and investment education.



OCEA Health Fair- September 12

We connected with over 500 members from various County of Orange agencies during the annual Orange County Employees Association (OCEA) Health Fair. It was an ideal setting to promote our upcoming Town Hall Meeting on October 24th. Additionally, nearly 200 members participated in our survey, helping us identify the critical retirement topics they are most interested in learning about.



Back to “Cool” Bash- Tenant Appreciation Event – September 18

OCERS hosted its Annual Tenant Appreciation Event on September 18. The event featured a variety of engaging activities, including the OC Public Libraries who shared the perks of a library card. The OC Sheriff’s Department also joined us, bringing along Melody the horse, who was a big hit!

The event included a fun cupcake decorating contest and a successful school supply drive, with four boxes of supplies donated to the City of Santa Ana’s Community Centers for after-school programs. With delicious tacos, great weather, and a sense of community, the event was a wonderful success!





OCERS Activities and Update Report

SEPTEMBER 2024

UPDATES- DEPARTMENTS

INVESTMENTS

Ms. Walander-Sarkin reports:

As of August 31, 2024, the portfolio year-to-date is up 9.6% net of fees, while the one-year return is up 13.9%. The fund value now stands at \$24.3 billion. OCERS' Investments Team did not close on any new investments in September. OCERS' Investments Team participated in the two-day Strategic Planning Workshop in September with a number of investment topic presentations. This included two fireside chats, one with Chris Ailman on succession planning, talent management, recruiting, and differences between CalSTRS and CalPERS; and one with former Vice President, Dan Quayle, on global issues. Additional investments topics included discussions on total portfolio approach to pension investing, investment best practices, macro-outlook and investment implications, and the Investments Team's internal data initiatives. Finally, OCERS posted a replacement search for an Investment Officer position in September.

OPERATIONS SUPPORT SERVICES

Mr. Tse reports:

Facilities and Operations Support

- Repaired HQ rooftop HVAC equipment for 2nd floor.
- Repaired rooftop HVAC equipment for the HQ and Tustin medical office buildings.
- Made electrical system repairs throughout the HQ building.
- Replaced earthquake-damaged Interview Room #2 window.
- Installed key card reader for HQ Suite-330.
- HQ Suite-330 occupancy by Disability Department.
- Resolved numerous plumbing issues.
- Completed HQ building fire protection system maintenance items.
- Completed in-house inspection of HQ parking lot light poles.
- Successful execution of Summer Tenants Appreciation Event.
- Submitted applications to the CA Department of Industrial Relations for annual conveyance certificate renewals for the elevators at both HQ and medical office building.
- Distributed an RFP for Independent Medical Examiner Services in August for the Disability department. Three proposals were received September 13th that are currently being evaluated.
- Started the 3-year Moss Adams Performance review survey. The survey was completed and will be reported in October.



OCERS Activities and Update Report

SEPTEMBER 2024

HUMAN RESOURCES

Ms. Hockless reports:

In September, the HR Department hired an Accounting Technician for the Member Services Department. Throughout the month, the HR Department diligently screened 204 applications, coordinated 9 Spark Hire interviews, facilitated 6 Zoom interviews, and conducted 6 onsite interviews.

YEAR-TO-DATE OVERVIEW:

As of September 30, 2024, OCERS had a budgeted workforce of 133 positions. At that time, there were 122 employees on payroll, leaving 12 vacancies and resulting in a **vacancy rate of 9.02%**. September experienced one new separation, bringing the year-to-date total to ten and yielding a **turnover rate of 8.20%**.

YEAR-TO-DATE OVERVIEW:

In the upcoming months, our HR Department will continue to advance several key initiatives:

- Facilitating the recruitment of a new Director of Internal Audit, Retirement Benefits Program Supervisor, and Investment Officer (Private Markets).
- Delivering customized Communications Strategies training.

Promoting onsite Health & Wellness initiatives.

COMMUNICATIONS

Ms. Coburn reports:

September marks the start of our Health Benefits Fairs season, where the Communications Team works with the Member Services Team to staff outreach booths, answer member questions, and distribute informational materials. Our largest event was the OCEA Health Fair on October 12th, where we engaged with over 500 members. Additionally, we surveyed members to gather topics of interest for the upcoming Town Hall Meeting on October 24th. We also conducted focus groups with staff from various departments and the REAOC Board to refine our 30-second video for National Retirement Security Week (October 20th - 26th), aiming to present it to the Board at the October 21st meeting.



OCERS Activities and Update Report

SEPTEMBER 2024

DIGITAL OUTREACH

Platform	Number of Subscribers
LinkedIn	1,003 (+77 since September 2024)
Twitter (X)	619 (+5 since September 2024)
Instagram	177 (+5 since September 2024)
Facebook	219 (+3 since September 2024)

For the latest updates, visit our official OCERS accounts on LinkedIn, Twitter, Instagram, and Facebook @myOCERS.

OCERS WEBSITE



Top Pages Visited	Views
Homepage	15,509
About OCERS	2,575
Benefits Calculator	1,976
Board Committee Meetings	1,359
Active Member Information	839

For the period between September 1st through September 30th, the agency website had 42,779 views.



OCERS Activities and Update Report

SEPTEMBER 2024

MEMBER SERVICES

MEMBER SERVICES OUTREACH/SEMINARS

Mr. Ardeleanu reports:

The Customer Service team participated in a number of events during the month of September 2024. The events were well attended, with members engaged and asking relevant retirement questions.

- 09.04.2024 – Orange County’s Virtual New Employee Orientation – Aileen Daag
- 09.11.2024 – OCERS In Person Pre-Retirement Seminar – Christine Guerrero
- 09.12.2024 – OCEA Health Fair – Erika Gonzalez and Aileen Daag
- 09.19.2024 – AOCDS Pre-Retirement Seminar – David Viramontes and Kamron Nahavandi
- 09.25.2024 – OCERS Virtual Pre-Retirement Seminar – Kamron Nahavandi

EMPLOYER DATA

Mr. Ardeleanu reports:

This item is to provide an update on the task of obtaining complete transmittal data from Employers. Since the update provided on August 27, 2024, we have continued to pursue the directive from the Board of Retirement, to obtain correct and complete data from Employers, via the Data Transmittal process.

The draft Employer Data Policy (Policy) presented at the August 15, 2024, Governance Committee meeting, was the basis for an all Employer meeting held on September 17, 2024. As per directive received from the Governance Committee, the meeting was set up to solicit feedback from the Employers about the Policy, the timing of the implementation of the Policy, and the potential assessment of fees. Two examples of potential fees were provided: one example was the annualized cost to calculate retirement benefits manually due to missing Paid Time Off (PTO) and Holiday Compensation (HC); a second example presented was regarding a Contribution Basis Date (CBD) exception, demonstrating the time and cost to correct the CBD error by OCERS staff. At the meeting, Employers were asked to continue reviewing the Policy and provide feedback and recommendations at a follow-up meeting scheduled for October 15, 2024.

The Employer Payroll (EP) team has continued to conduct site visits with Employers, including OC Cemetery District on September 20, 2024, Transportation Corridor Agencies (TCA) on September 24, 2024, OC Public Library on September 25, 2024, and Superior Court on October 1, 2024. The in-person meetings have been conducive to understanding challenges Employers face, as well as explaining OCERS processes, and the need for complete, accurate, and timely data.

The last All Employer Quarterly meeting for 2024, is scheduled for November 19, 2024, where OCERS will discuss updates with Employers, including status of the project, and any additional support OCERS can provide to Employers. OCERS will also continue our effort to obtain data from and assist Employers as applicable. The EP team, along with other staff from the Member & Employer Relations Section will continue the process of meeting with Employers on an individual basis with the goal of obtaining necessary and complete Employer Payroll data.



OCERS Activities and Update Report

SEPTEMBER 2024

A status update was provided by Silviu Ardeleanu, Member & Employer Relations Director at the September 25, 2024, Employer Informational Update Meeting.

SERVICE CREDIT PURCHASE UPDATE

Mr. Lamberson Reports:

At the end of September 2024, we had 47 members that had 66 requests in our queues. We were still within our 45 business day turnaround times for transactions with everything submitted to complete the purchase as of September 30, 2024.

OCERS SCP PROJECT REPORT										
Status	2023	2024								
	As of 12/31/23	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept
New	0	88	46	62	51	11	54	15	57	71
In Queue	218	218	240	226	221	256	210	176	41	40
Processed	0	-66	-60	-67	-16	-57	-88	-150	-58	-45
Ending	218	240	226	221	256	210	176	41	40	66

AGING	Transactions Remaining	Members Impacted
2023	0	0
2024	66	47
Total	66	47



OCERS Activities and Update Report

SEPTEMBER 2024

UPDATES- PROJECTS

VISION 2030

In September, significant progress was made on both the bot development for extracting data from handwritten affidavit forms and the SharePoint Online migration. The bot's development advanced, though unexpected challenges emerged when processing older forms from previous PAS systems, which the team is actively working to resolve. On the SharePoint front, the Organizational Change Management (OCM) plan was fully implemented, and the new site design was finalized to meet current and future business needs. Additionally, the migration plan was completed, outlining clear timelines for data transfer and onboarding. Both projects remain on track, with a strong focus on overcoming challenges and ensuring successful execution.

ALAMEDA PROJECT

Alameda I

In September, we completed all our milestones associated with Alameda I and completed the setup of the remaining benefit overpayment repayments. The remaining action items are geared towards the project close-out activities that are underway.

Alameda II – Members subject to the Orange County Board of Supervisors Resolution

In September, we continued to work in collaboration with the County by providing the County a list of OCSD members which staff had identified as potentially impacted by Alameda II that were not part of the list the County provided. OCERS Staff is in progress of working with the County to resolve any discrepancies in our combined listing of members to ensure accuracy. Lastly, we were able to finalize detailed language regarding the usage of rollover funds for repayment of member contributions with the assistance of our Tax Counsel and Legal Department. This language will be instrumental in ensuring the repayment process goes smoothly for our members and staff.

MASTER REPOSITORY PROJECT (MRP)

In September, the writing team finalized 19 documents and advanced work on 47 procedural documents, marking a significant achievement—the highest monthly output to date. This progress brings the overall project to 41% completion as of the end of September. The team remains committed to sustaining this level of productivity as we approach the year-end deadline.





OCERS Activities and Update Report SEPTEMBER 2024

As a reminder, you will see this memo included with the BOARD COMMUNICATIONS document as part of the informational agenda for the November 18, 2024 meeting of the OCERS Board of Retirement.



Memorandum

DATE: November 18, 2024
TO: Members of the Board of Retirement
FROM: Steve Delaney, Chief Executive Officer
SUBJECT: **OCERS TRAVEL POLICY APPROVED CONFERENCES LIST**

Written Report

Background/Discussion

At the Board's request, OCERS' executive staff produced a calendar and running list of upcoming OCERS Travel Policy approved conferences and Board education opportunities.

Attachment:

1. Annual Calendar with Travel Policy Section 10 conferences (dates boxed in red) and scheduled Board and Committee meeting dates
2. Legend and details for Travel Policy Section 10 conferences
3. Appendix of additional pre-approved conferences and Board education opportunities.

Submitted by:



SD - Approved

Steve Delaney
Chief Executive Officer

2024 Calendar

January						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

February						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

March						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

April						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

May						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

June						
Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

July						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

September						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

October						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

November						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

December						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Federal Holidays 2024

Jan 1	New Year's Day	May 27	Memorial Day	Sep 2	Labor Day	Nov 28	Thanksgiving Day
Jan 15	Martin Luther King Day			Sep 27	Native American Day	Dec 25	Christmas Day
Feb 19	Presidents' Day	Jul 4	Independence Day	Nov 11	Veterans Day		

Federal Holidays
Regular Board Meeting
Disability Committee Meeting
Strategic Planning Workshop
Investment Committee Meeting

Audit Committee Meeting
Building Committee Meeting
Governance Committee Meeting
Personnel Committee Meeting
Informational Update Meeting

11-18-2024 REGULAR BOARD MEETING - R-6 OCERS TRAVEL POLICY APPROVED CONFERENCES LIST

Date Start	Date Ends	Conference Org	Conference Name	Location	Notes
1/21/2024	1/22/2024	NCPERS	Pension Comm Summit	Washington DC	
1/22/2024	1/24/2024	NCPERS	Legislative Conference	Washington DC	
1/28/2024	1/30/2024	NAPO	Annual Pension and Benefits Seminar	Las Vegas, NV	
2/24/2024	2/26/2024	NASRA	Winter Meeting	Washington DC	
2/26/2024	2/27/2024	NIRS	Annual Conference	Washington DC	
3/2/2024	3/5/2024	CALAPRS	General Assembly	Rancho Mirage	
5/7/2024	5/10/2024	SACRS	Spring Conference	Santa Barbara, CA	
5/19/2024	5/22/2024	NCPERS	Annual Conference & Exhibition (ACE)	Seattle WA	
6/17/2024	6/19/2024	NCPERS	Chief Officers Summit	Nashville, TN	
7/14/2024	7/17/2024	NAPO	Annual Convention	Nashville, TN	
8/3/2024	8/7/2024	NASRA	Annual Conference	Pittsburgh, PA	
8/18/2024	8/20/2024	NCPERS	Public Pension Funding Forum	Boston, MA	
9/24/2024	9/26/2024	NCPERS	Public Pension HR Summit	Denver, CO	
10/27/2024	10/30/2024	NCPERS	Public Safety Conference	Palm Springs, CA	
11/3/2024	11/6/2024	CRCEA	Contra Costa (CCREA)	Contra Costa	
11/12/2024	11/15/2024	SACRS	Fall Conference	Monterey, CA	
N/A	N/A	NCPERS	FALL Conference	N/A	None in 2024

The following are upcoming conferences and Board education opportunities, pre-approved under the Travel Policy section 12 (highlighted in yellow) and section 14. Note that conferences pre-approved under section 14 AND require overnight accommodations are subject to the limit of three events per year.

March 2024

Date Start	Date Ends	Conference Org	Conference Name	Location	Notes
3/3/2024	3/6/2024	WithIntelligence	Women's Private Equity Summit	Phoenix, AZ	Section 14
3/4/2024	3/6/2024	CII	2024 Spring Conference: Governance as a Guidepost	Washington DC	Section 14
3/6/2024	3/7/2024	IFEBP	Investments Institute	Rancho Mirage	Section 14
3/6/2024	3/7/2024	Pacific Pension Inst (PPI)	2024 Winter Roundtable	Napa, CA	Section 14
3/6/2024	3/6/2024	Markets Group	8TH ANNUAL REAL ESTATE WEST FORUM	San Francisco, CA	Section 14
3/10/2024	3/12/2024	P&I	2024 Defined Contribution East Conference	Orlando, FL	Section 14
3/17/2024	3/19/2024	Opal	Real Estate Investment Summit 2024	West Palm Beach, FL	Section 14
3/17/2024	3/19/2024	Opal	ESG & Impact Investing Forum 2024	West Palm Beach, FL	Section 14
3/18/2024	3/20/2024	Markets Group	ALTSLA	Los Angeles, CA	Section 14
3/19/2024	3/21/2024	IREI	2024 Editorial Advisory Board Meeting – Real Assets Adviser	New Orleans	Section 14
3/21/2024	3/22/2024	PREA	2024 Spring Conference	Nashville, TN	Section 14
3/27/2024	3/29/2024	CALAPRS	Advanced Principals of Pension Governance for Trustees at UCLA	Los Angeles, CA	Section 12

April 2024

Date Start	Date Ends	Conference Org	Conference Name	Location	Notes
4/7/2024	4/8/2024	Opal	Data and AI Executive Summit 2024	Atlanta, GA	Section 14
4/7/2024	4/10/2024	Investment and Wealth Inst	Investment and Wealth Experience 2024	Las Vegas, NV	Section 14
4/8/2024	4/10/2024	IREI	2024 Spring Editorial Advisory Board Meeting – Institutional Real Estate Americas	Charleston, SC	Section 14
4/9/2024	4/10/2024	P&I	2024 Private Markets Conference	Chicago	Section 14
4/9/2024	4/10/2024	SuperReturn	SuperReturn US West	Los Angeles, CA	Section 14
4/15/2024	4/19/2024	Wharton	Investment Strategies and Portfolio Management	Philadelphia	Section 12
4/15/2024	4/17/2024	WithIntelligence	Pension Bridge The Annual 2024	Half Moon Bay, CA	Section 14
4/21/2024	4/24/2024	PRISM	2024 PRISM Conference	Austin, TX	Section 14

May 2024

Date Start	Date Ends	Conference Org	Conference Name	Location	Notes
5/7/2024	5/7/2024	Markets Group	8TH ANNUAL PACIFIC NORTHWEST INSTITUTIONAL FORUM	Seattle WA	Section 14
5/18/2024	5/19/2024	NCPERS	Trustee Educational Seminar (TEDS)	Seattle WA	Section 12
5/18/2024	5/19/2024	NCPERS	NCPERS Accredited Fiduciary Program (NAF) Modules 1&2	Seattle WA	Section 12
5/18/2024	5/19/2024	NCPERS	NCPERS Accredited Fiduciary Program (NAF) Modules 3&4	Seattle WA	Section 12
5/29/2024	5/29/2024	Institutional Investor	2024 Asia Single Family Office Roundtable	Singapore	Section 14

June 2024

Date Start	Date Ends	Conference Org	Conference Name	Location	Notes
6/4/2024	6/4/2024	Markets Group	3RD ANNUAL SOUTHERN CALIFORNIA INSTITUTIONAL FORUM	Los Angeles, CA	Section 14
6/5/2024	6/7/2024	IREI	2024 Visions, Insights & Perspective (VIP) Infrastructure	Washington DC	Section 14
6/11/2024	6/12/2024	P&I	2024 Sustainable Returns Conference	Chicago	Section 14
6/11/2024	6/13/2024	WithIntelligence	Women's Private Credit Summit	Chicago	Section 14
6/18/2024	6/18/2024	P&I	2024 Retirement Income Conference	Chicago	Section 14
6/22/2024	6/23/2024	IFEBP	Trustee Institute: Level 2	Las Vegas, NV	Section 14
6/24/2024	6/26/2024	IFEBP	Advanced Trustees and Administrators Institute	Las Vegas, NV	Section 14
6/24/2024	6/26/2024	IFEBP	Trustee Institute: Level 1 (New Trustees)	Las Vegas, NV	Section 14

July 2024

Date Start	Date Ends	Conference Org	Conference Name	Location	Notes
7/10/2024	7/12/2024	Pacific Pension Inst (PPI)	2024 SUMMER ROUNDTABLE	Amsterdam, Netherlands	Section 14
7/14/2024	7/17/2024	SACRS	SACRS/UC Berkeley	Berkeley, CA	Section 12
7/22/2024	7/24/2024	Opal	Public Funds Summit East 2024	Newport, RI	Section 14
7/22/2024	7/24/2024	WithIntelligence	Pension Bridge Private Equity Exclusive 2024	Chicago	Section 14

August 2024

Date Start	Date Ends	Conference Org	Conference Name	Location	Notes
8/26/2024	8/29/2024	CALAPRS	Principles of Pension Governance for Trustees at Pepperdine University	Malibu	Section 12

September 2024

Date Start	Date Ends	Conference Org	Conference Name	Location	Notes
9/9/2024	9/11/2024	CII	2024 Fall Conference: Brooklyn, NY	Brooklyn, NY	Section 14
9/9/2024	9/11/2024	IREI	2024 Fall Editorial Advisory Board Meeting – Institutional Real Estate Americas	Half Moon Bay, CA	Section 14
9/12/2024	9/12/2024	P&I	2024 Influential Women in Institutional Investing	Chicago	Section 14
9/24/2024	9/27/2024	CALAPRS	Administrators Institute	Carmel-By-The-Sea	Section 12

October 2024

Date Start	Date Ends	Conference Org	Conference Name	Location	Notes
10/14/2024	10/18/2024	Wharton	Investment Strategies and Portfolio Management	Philadelphia	Section 12
10/15/2024	10/16/2024	Markets Group	7TH ANNUAL PRIVATE EQUITY SAN FRANCISCO FORUM	San Francisco, CA	Section 14
10/16/2024	10/17/2024	WithIntelligence	Pension Bridge Alternatives 2024	NY, NY	Section 14
10/21/2024	10/23/2024	Global ARC	21st Annual Global ARC Boston	Boston, MA	Section 14
10/23/2024	10/25/2024	PREA	34th Annual Institutional Investor Conference	Washington DC	Section 14
10/23/2024	10/25/2024	Pacific Pension Inst (PPI)	2024 ASIA PACIFIC ROUNDTABLE	Hong Kong	Section 14
10/26/2024	10/27/2024	NCPERS	NCPERS Accredited Fiduciary Program (NAF) Modules 1&2	Palm Springs, CA	Section 12
10/26/2024	10/27/2024	NCPERS	NCPERS Accredited Fiduciary Program (NAF) Modules 3&4	Palm Springs, CA	Section 12
10/26/2024	10/27/2024	NCPERS	Program for Advanced Trustee Studies (PATS)	Palm Springs, CA	Section 12

November 2024

Date Start	Date Ends	Conference Org	Conference Name	Location	Notes
11/10/2024	11/13/2024	IFEBCP	70th Annual Employee Benefits Conference	San Diego, CA	Section 14
11/12/2024	11/12/2024	Inst Limited Partners Association	ILPA Summit 2024	TBD	Section 14

11/12/2024	11/12/2024	Markets Group	8TH ANNUAL PRIVATE WEALTH SOUTHERN CALIFORNIA FORUM	Los Angeles, CA	Section 14
11/20/2024	11/22/2024	IREI	2024 iREOC Annual Membership Meeting	Austin, TX	Section 14

December 2024

Date Start	Date Ends	Conference Org	Conference Name	Location	Notes
12/4/2024	12/6/2024	Opal	CLO Summit 2024	Dana Point, CA	Section 14
12/4/2024	12/4/2024	Markets Group	11TH ANNUAL REAL ESTATE GLOBAL FORUM	NYC	Section 14
12/10/2024	12/11/2024	Markets Group	11TH ANNUAL NORTHERN CALIFORNIA INSTITUTIONAL FORUM	Napa, CA	Section 14

Ad Hoc/No schedule available yet

Global Financial Markets Inst	Ad Hoc	Section 12
IFEBP	Public Employee Benefits Institute- Not Yet Scheduled	Section 14
Inst Shareholder Services Media Solutions	No Schedule Available Yet	Section 14



Memorandum

DATE: November 18, 2024
TO: Members of the Board of Retirement
FROM: Tracy Bowman, Director of Finance
SUBJECT: **THIRD QUARTER UNAUDITED FINANCIAL STATEMENTS FOR THE NINE MONTHS ENDED SEPTEMBER 30, 2024**

Written Report

Background/Discussion

The attached financial statements reflect the unaudited financial activity for the nine months ended September 30, 2024. These statements are unaudited and are not the official financial statements of OCERS. The following statements represent a review of the progress to date for the third quarter of 2024. The official financial statements of OCERS are included in the Annual Comprehensive Financial Report (ACFR) for the year ended December 31, 2023, which is available on our website, www.ocers.org.

Summary

Statement of Fiduciary Net Position (Unaudited)

As of September 30, 2024, the net position restricted for pension, other postemployment benefits and employer is \$24.6 billion, an increase of \$3.5 billion, or 16.6%, from September 30, 2023. The change is a result of an increase in total assets of \$3.7 billion, offset by an increase in total liabilities of \$207.1 million as described below:

The \$3.7 billion increase in total assets can be attributed to increases of \$1.2 billion in total cash and short-term investments, \$131 million in total receivables and \$2.4 billion in total investments at fair value, offset by a decrease of \$1.3 million in capital assets.

The increase of \$1.2 billion in total cash and short-term investments consists of a \$1.2 billion increase in cash and cash equivalents due to the timing of investing employee and employer contributions received during the quarter and an increase of \$1.1 billion in the new futures overlay account. These increases were offset by a slight decrease of \$25.6 million in securities lending collateral, which resulted from reduced demand in the securities lending program for OCERS' U.S. corporate bond and equity positions.

The increase of \$131 million in total receivables consists of increases of \$33.6 million in investment income, \$81 million in pending securities sales and \$15.3 million in contributions attributed to the County of Orange opting to not participate in the FY 2023-2024 contribution prepayment program resulting in a higher accrual for contributions earned, but not yet received.

Total investments at fair value increased \$2.4 billion, or 11.5% from September 30, 2023 to September 30, 2024. The total portfolio reported a net return of 17.7% for the one-year period ending September 30, 2024, compared

to a net return of 9% for the same one-year period ending September 30, 2023. Over the past year, the economy has shown resilience to higher interest rates, despite the introduction of a new geopolitical risk stemming from the Israel-Hamas conflict in the Middle East. In addition, the Federal Reserve (Fed) reduced interest rates by half a percentage point in September 2024, after observing signs that inflation was continuing its trajectory toward the Fed's 2% target and the labor market cooling considerably. This has resulted in strong returns in equities and bonds over the last twelve months. Global public equity increased by \$1.3 billion, private equity increased by \$313.6 million, income strategies increased by \$501.3 million, real assets increased by \$148.4 million, risk mitigation increased by \$57.6 million and unique strategies increased by \$108.3 million.

Global public equity posted a 31.5% return over the one-year period which surpassed the benchmark of 31% largely due to the influence of the "Magnificent Seven" large-cap technology companies (Amazon, Alphabet, Microsoft, Apple, Tesla, Meta Platforms and NVIDIA) whose high market capitalizations significantly impacted the overall market. Private equity yielded a return of 5.9% mainly due to its sensitivity to higher interest rates and fewer transactions in this sector, which generally faces sensitivity to rate environments. Income strategies achieved a return of 11.3% mainly driven by strong public fixed income returns of 12.5% over twelve months, largely attributed to the Fed's interest rate cut in September. Real assets returned 3.9% with real estate underperforming amid a higher interest rate environment and challenges in the commercial real estate sector; however, the energy portfolio delivered a strong a one-year return of 21.4% mainly due to high activity in the sector and favorable exit valuations. Risk mitigation reported a one-year return of 3.2%, aligning with its role of safeguarding the portfolio during market downturns. Unique strategies achieved a 10.9% return driven by strong performance from investments in general partner stakes.

The decrease in capital assets of \$1.3 million from the prior year represents depreciation expense, which is primarily attributed to the Pension Administration System Solution (PASS).

Total liabilities increased \$207.1 million, or 35.6%, from September 30, 2023 to September 30 2024, primarily due to an increase of \$141 million in liabilities for securities purchased, mainly due to the timing of these transactions, as well as an \$88.2 million increase in retiree payroll payable, which was affected by the timing of payroll distribution; in 2023, October 1 fell on a Sunday, leading to an early payout on September 29, resulting in a smaller liability compared to 2024, when October 1 fell on a Tuesday, resulting in a larger liability at the period end. These increases were offset by a decrease of \$25.6 million in obligations under securities lending program, as mentioned earlier.

Statement of Changes in Fiduciary Net Position (Unaudited)

The ending net position restricted for pension, other postemployment benefits and employer as of September 30, 2024, increased by \$3.5 billion or 16.6%, when compared to the same period ending September 30, 2023.

Total additions to fiduciary net position increased 78% or \$1.4 billion from the previous year. Net investment income for the nine months ended September 30, 2024, was \$2.3 billion versus \$1 billion for the nine months ended September 30, 2023, an increase of \$1.3 billion or 131%. The increase can be attributed to an increase in net appreciation in fair value of investments which increased \$1.2 billion and an increase in dividends, interest, and other investment income which increased \$94 million from the prior year. The third quarter in 2024 reported a year-to-date net return of 10.9%, compared to a year-to-date net return of 5% for the third quarter in 2023.

Total investment fees and expenses increased by \$16.6 million in September 2024 primarily due to a \$21.9 million increase in total investment management fees, which was partially offset by a decrease of \$5.9 million in other fund expenses, including indirect flow-through investment expenses in limited partner structures. Overall, the strong growth in net investment income and higher returns were key contributors to the significant increase in fiduciary net position additions.

Total contributions increased \$80.8 million over the prior year due to employer contributions, which increased \$62.9 million, and employee contributions, which increased \$17.6 million. These increases can be attributed to increases in contribution rates.

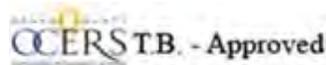
Total deductions from fiduciary net position increased 5.7%, or \$54.5 million, from the previous year. Participant benefits increased by \$48 million, which is expected due to the continued growth in member pension benefit payments, both in the total number of OCERS' retired members receiving a pension benefit and an increase in the average benefit received. In September 2024, there were 21,369 payees with an average benefit payment of \$4,969 compared to 20,917 payees with an average benefit payment of \$4,813 in September 2023.

Other Supporting Schedules

In addition to the basic financial statements for the nine months ended September 30, 2024, the following supporting schedules are provided for additional information pertaining to OCERS:

- Total Plan Reserves
- Schedule of Contributions
- Schedule of Investment Expenses
- Schedule of Administrative Expenses
- Administrative Expense Compared to Projected Actuarial Accrued Liability

Submitted by:



Tracy Bowman
Director of Finance



Orange County Employees Retirement System

Unaudited Financial Statements

For the Nine Months Ended September 30, 2024

Orange County Employees Retirement System

Unaudited Financial Statements For the Nine Months Ended September 30, 2024

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Statement of Fiduciary Net Position (Unaudited)

As of September 30, 2024

(with summarized comparative amounts as of September 30, 2023)

(Dollars in Thousands)

	Pension Trust Fund	Health Care Fund- County	Health Care Fund- OCFA	Custodial Fund - OCTA	Total Funds	Comparative Totals 2023
Assets						
Cash and Short-Term Investments						
Cash and Cash Equivalents	\$ 1,369,902	\$ 28,000	\$ 6,378	\$ 155	\$ 1,404,435	\$ 207,139
Securities Lending Collateral	<u>218,108</u>	<u>4,458</u>	<u>1,016</u>	<u>-</u>	<u>223,582</u>	<u>249,146</u>
Total Cash and Short-Term Investments	1,588,010	32,458	7,394	155	1,628,017	456,285
Receivables						
Investment Income	49,303	1,008	230	-	50,541	16,991
Securities Sales	188,288	3,849	877	-	193,014	112,047
Contributions	70,111	-	-	-	70,111	54,823
Foreign Currency Forward Contracts	636	13	3	-	652	229
Other Receivables	<u>8,757</u>	<u>179</u>	<u>41</u>	<u>-</u>	<u>8,977</u>	<u>8,221</u>
Total Receivables	317,095	5,049	1,151	-	323,295	192,311
Investments at Fair Value						
Global Public Equity	10,508,885	214,795	48,929	15,782	10,788,391	9,512,232
Private Equity	3,751,324	76,675	17,466	-	3,845,465	3,531,894
Income Strategies	3,496,308	71,462	16,279	5,798	3,589,847	3,088,504
Real Assets	3,038,252	62,100	14,146	-	3,114,498	2,966,140
Risk Mitigation	1,802,315	36,838	8,392	-	1,847,545	1,789,983
Unique Strategies	<u>188,992</u>	<u>3,863</u>	<u>880</u>	<u>-</u>	<u>193,735</u>	<u>85,438</u>
Total Investments at Fair Value	22,786,076	465,733	106,092	21,580	23,379,481	20,974,191
Capital Assets, Net	<u>6,015</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>6,015</u>	<u>7,340</u>
Total Assets	<u>24,697,196</u>	<u>503,240</u>	<u>114,637</u>	<u>21,735</u>	<u>25,336,808</u>	<u>21,630,127</u>
Liabilities						
Obligations Under Securities Lending Program	218,108	4,458	1,016	-	223,582	249,146
Securities Purchased	360,344	7,365	1,678	-	369,387	228,444
Unearned Contributions	60,443	-	-	-	60,443	56,015
Retiree Payroll Payable	103,827	4,600	696	-	109,123	20,912
Other	<u>25,458</u>	<u>520</u>	<u>119</u>	<u>-</u>	<u>26,097</u>	<u>27,041</u>
Total Liabilities	<u>768,180</u>	<u>16,943</u>	<u>3,509</u>	<u>-</u>	<u>788,632</u>	<u>581,558</u>
Net Position Restricted for Pension, Other Postemployment Benefits and Employer	<u>\$23,929,016</u>	<u>\$ 486,297</u>	<u>\$ 111,128</u>	<u>\$ 21,735</u>	<u>\$24,548,176</u>	<u>\$21,048,569</u>

Statement of Changes in Fiduciary Net Position (Unaudited)

For the Nine Months Ended September 30, 2024

(with summarized comparative amounts for the Nine Months Ended September 30, 2023)

(Dollars in Thousands)

	Pension Trust Fund	Health Care Fund- County	Health Care Fund- OCFA	Custodial Fund - OCTA	Total Funds	Comparative Totals 2023
Additions						
Contributions						
Employer	\$ 617,640	\$ -	\$ 29,631	\$ -	\$ 647,271	\$ 584,369
Employee	224,146	-	-	-	224,146	206,531
Employer OPEB Contributions	-	-	-	827	827	575
Total Contributions	841,786	-	29,631	827	872,244	791,475
Investment Income						
Net Appreciation in Fair Value of Investments	2,098,488	44,749	9,071	2,744	2,155,052	907,125
Dividends, Interest, & Other Investment Income	316,851	6,476	1,475	15	324,817	230,787
Securities Lending Income						
Gross Earnings	9,145	187	43	-	9,375	8,927
Less: Borrower Rebates and Bank Charges	(8,567)	(175)	(40)	-	(8,782)	(8,225)
Net Securities Lending Income	578	12	3	-	593	702
Total Investment Income	2,415,917	51,237	10,549	2,759	2,480,462	1,138,614
Investment Fees and Expenses	(140,293)	(2,867)	(653)	(2)	(143,815)	(127,206)
Net Investment Income	2,275,624	48,370	9,896	2,757	2,336,647	1,011,408
Total Additions	3,117,410	48,370	39,527	3,584	3,208,891	1,802,883
Deductions						
Participant Benefits	946,725	26,893	5,762	-	979,380	931,427
Death Benefits	1,456	-	-	-	1,456	636
Member Withdrawals and Refunds	14,236	-	-	-	14,236	10,195
Employer OPEB Payments	-	-	-	1,296	1,296	1,131
Administrative Expenses	23,406	18	16	17	23,457	21,892
Total Deductions	985,823	26,911	5,778	1,313	1,019,825	965,281
Net Increase	2,131,587	21,459	33,749	2,271	2,189,066	837,602
Net Position Restricted For Pension, Other Postemployment Benefits and Employer, Beginning of Year	21,797,429	464,838	77,379	19,464	22,359,110	20,210,967
Ending Net Position Restricted For Pension, Other Postemployment Benefits and Employer	\$ 23,929,016	\$ 486,297	\$ 111,128	\$ 21,735	\$ 24,548,176	\$ 21,048,569

Total Plan Reserves

For the Nine Months Ended September 30, 2024

(with summarized comparative amounts for the Nine Months Ended September 30, 2023)

(Dollars in Thousands)

	2024	2023
Pension Reserve	\$ 13,686,648	\$ 12,902,598
Employee Contribution Reserve	3,993,123	3,797,361
Employer Contribution Reserve	3,098,774	2,890,481
Annuity Reserve	3,049,171	2,832,438
Health Care Reserve	597,425	521,452
Custodial Fund Reserve	21,735	17,920
County Investment Account (POB Proceeds) Reserve	156,488	140,150
OCSD UAAL Deferred Reserve	16,025	14,398
Contra Account and Actuarial Deferred Return	(71,213)	(2,068,229)
Total Net Position Restricted for Pension, Other Postemployment Benefits and Employer	<u>\$ 24,548,176</u>	<u>\$ 21,048,569</u>

Schedule of Contributions

For the Nine Months Ended September 30, 2024

(with summarized comparative amounts for the Nine Months Ended September 30, 2023)

(Dollars in Thousands)

	2024		2023	
	Employee	Employer	Employee	Employer
Pension Trust Fund Contributions				
County of Orange	\$ 166,916	\$ 480,491	\$ 153,609	\$ 440,748
Orange County Fire Authority	24,688	63,057 ¹	23,196	63,187 ¹
Orange County Superior Court of California	12,848	35,249	11,799	33,575
Orange County Transportation Authority	9,714	26,065	8,836	25,268
Orange County Sanitation District	7,006	7,091	6,346	6,591
Orange County Employees Retirement System	1,164	3,836	1,029	3,399
UCI - Medical Center and Campus	-	2,181 ²	-	2,264 ²
City of San Juan Capistrano	507	1,736	465	1,708
Transportation Corridor Agencies	679	754	687	653
Orange County Department of Education	-	249 ²	-	237 ²
Orange County Cemetery District	149	198	147	207
Orange County Local Agency Formation Commission	40	161	41	175
Orange County In-Home Supportive Services Public Authority	137	166	118	151
Children and Families Commission of Orange County	155	201	130	194
Orange County Public Law Library	132	99	128	97
Orange County Mosquito and Vector Control District	11	-	-	-
Contributions Before Prepaid Discount	224,146	621,534	206,531	578,454
Prepaid Employer Contributions Discount	-	(3,894)	-	(19,998)
Total Pension Trust Fund Contributions	224,146	617,640	206,531	558,456
Health Care Fund - OCFA Contributions	-	29,631	-	25,913
Custodial Fund - OCTA OPEB Contributions	-	827	-	575
Total Contributions	\$ 224,146	\$ 648,098	\$ 206,531	\$ 584,944

¹ Unfunded actuarial accrued liability payments were made in 2024 for \$11.2 million and 2023 for \$10.3 million by the Orange County Fire Authority.

² Unfunded actuarial accrued liability payments have been made in accordance with a separate 20-year level dollar payment schedule to include liabilities for employee benefits related to past service credit.

Schedule of Investment Expenses

For the Nine Months Ended September 30, 2024

(with summarized comparative amounts for the Nine Months Ended September 30, 2023)

(Dollars in Thousands)

	2024	2023
Investment Management Fees*		
Global Public Equity	\$ 11,086	\$ 9,140
Income Strategies	13,626	10,814
Real Assets	32,897	23,695
Private Equity	36,471	31,795
Risk Mitigation	7,168	7,213
Unique Strategies	4,132	893
Short-Term Investments	121	93
Total Investment Management Fees	105,501	83,643
Other Fund Expenses¹	32,074	37,959
Other Investment Expenses		
Consulting/Research Fees	1,766	1,697
Investment Department Expenses	3,768	3,093
Legal Services	239	361
Custodian Services	435	435
Investment Service Providers	30	16
Total Other Investment Expenses	6,238	5,602
Security Lending Activity		
Security Lending Fees	136	174
Rebate Fees	8,646	8,051
Total Security Lending Activity	8,782	8,225
Custodial Fund - OCTA Investment Fees and Expenses	2	2
Total Investment Expenses	\$ 152,597	\$ 135,431

* Does not include undisclosed fees deducted at source.

¹ These costs include, but are not limited to, foreign income tax and other indirect flow-through investment expenses such as organizational expenses in limited partnership structures.

Schedule of Administrative Expenses

For the Nine Months Ended September 30, 2024

(with summarized comparative amounts for the Nine Months Ended September 30, 2023)

(Dollars in Thousands)

	2024	2023
Pension Trust Fund Administrative Expenses		
Expenses Subject to the Statutory Limit		
Personnel Services		
Employee Salaries and Benefits	\$ 14,932	\$ 13,251
Board Members' Allowance	8	10
Total Personnel Services	<u>14,940</u>	<u>13,261</u>
Office Operating Expenses		
Depreciation/Amortization	1,889	2,016
Professional Services	2,065	2,610
General Office and Administrative Expenses	2,405	2,034
Rent/Leased Real Property	<u>752</u>	<u>567</u>
Total Office Operating Expenses	<u>7,111</u>	<u>7,227</u>
Total Expenses Subject to the Statutory Limit	<u>22,051</u>	<u>20,488</u>
Expenses Not Subject to the Statutory Limit		
Information Technology Professional Services	723	456
Information Security Professional Services	113	90
Finance Software Professional Services	3	6
Actuarial Fees	314	297
Equipment/Software	<u>202</u>	<u>503</u>
Total Expenses Not Subject to the Statutory Limit	<u>1,355</u>	<u>1,352</u>
Total Pension Trust Fund Administrative Expenses	23,406	21,840
Health Care Fund - County Administrative Expenses	18	18
Health Care Fund - OCFA Administrative Expenses	16	17
Custodial Fund - OCTA Administrative Expenses	<u>17</u>	<u>17</u>
Total Administrative Expenses	<u>\$ 23,457</u>	<u>\$ 21,892</u>

Administrative Expense Compared to Projected Actuarial Accrued Liability

For the Nine Months Ended September 30, 2024

(Dollars in Thousands)

Projected Actuarial Accrued Liability (AAL) as of 12/31/24	\$ 27,920,705
Maximum Allowed for Administrative Expense (AAL * 0.21%)	58,633
Actual Administrative Expense ¹	<u>22,051</u>
Excess of Allowed Over Actual Expense	<u>\$ 36,582</u>
Actual Administrative Expense for the nine months ended 9/30/24 as a Percentage of Projected Actuarial Accrued Liability as of 12/31/24	0.08%
Actual Administrative Expense for the six months ended 9/30/23 as a Percentage of Projected Actuarial Accrued Liability as of 12/31/23	0.08%
¹ Administrative Expense Reconciliation	
Administrative Expense per Statement of Changes in Fiduciary Net Position	\$ 23,406
Less: Administrative Expense Not Considered per CERL Section 31596.1	<u>(1,355)</u>
Administrative Expense Allowable Under CERL Section 31580.2	<u>\$ 22,051</u>



Memorandum

DATE: November 18, 2024
TO: Members of the Board of Retirement
FROM: Tracy Bowman, Director of Finance
SUBJECT: **THIRD QUARTER 2024 BUDGET TO ACTUALS REPORT**

Written Report

Highlights

Third Quarter Target: 75% Used /25% Remaining

	Actuals to Date	Amended Budget	Amended Budget Remaining (\$)	Amended Budget Remaining (%)
Administrative Expenses				
Personnel Costs	\$ 18,233,712	\$ 26,100,690	\$ 7,866,978	30.1 %
Services and Supplies	9,522,194	17,126,568	7,604,374	44.4 %
Capital Expenditures	977,205	5,925,000	4,947,795	83.5 %
Grand Total	\$ 28,733,111	\$ 49,152,258	\$ 20,419,147	41.5 %

Background/Discussion

The Board of Retirement approved OCERS’ Administrative Budget for Fiscal Year 2024 (FY24) on November 13, 2023 for \$48,293,043 to fund administrative expenses, excluding the addition of any new staff positions. Due to the number of positions being requested, the Personnel Committee directed staff to bifurcate the approval of the additional 2024 staff positions from the proposed FY24 Administrative Budget to allow further discussion of the 2024 Staffing Plan. Subsequently, on December 11, 2023, the Board of Retirement approved OCERS’ Revised Staffing Plan and Budget Amendment which increased the total FY24 administrative budget by \$859,215 from \$48,293,043 to \$49,152,258.

OCERS’ budgeting authority, which is regulated by California Government Code Sections 31580.2 and 31596.1, includes a provision that limits the OCERS’ budget for administrative expenses to twenty-one hundredths of one percent of the accrued actuarial liability of the retirement system. This provision (commonly referred to as the 21-basis points test) excludes investment related costs and expenditures for computer software, hardware, and related technology consulting services. The approved FY24 amended administrative budget represents 11.22 basis points of the projected actuarial accrued liability.

The Chief Executive Officer, or the Assistant CEO, has the authority to transfer funds within the three broad categories of the budget: 1) Personnel Costs, 2) Services and Supplies, and 3) Capital Expenditures. Funds may not be transferred from one broad category to another without approval from the Board of Retirement.

Administrative Summary

For the nine months ended September 30, 2024, year-to-date actual administrative expenses were \$28,733,111 or 58.5% of the \$49,152,258 administrative budget and below the 75% target set for the end of the third quarter budget by approximately \$8.1 million. A summary of all administrative expenses and explanations of significant variances are below:

	Actual to Date	Amended Budget	Amended Budget Remaining (\$)	Amended Budget Used (%)	Amended Prorated Budget*	(Over)/Under Amended Prorated Budget
Administrative Expenses						
Personnel Costs	\$ 18,233,712	\$ 26,100,690	\$ 7,866,978	69.9 %	\$ 19,575,521	\$ 1,341,809
Services and Supplies						
Building Property Management and Maintenance	720,437	1,150,000	429,563	62.6 %	862,500	142,063
Due Diligence Expenses	73,440	100,000	26,560	73.4 %	75,000	1,560
Equipment - Rent and Leases	31,434	50,000	18,566	62.9 %	37,500	6,066
Equipment and Software	553,747	1,297,100	743,353	42.7 %	972,825	419,078
Infrastructure	1,407,109	2,758,926	1,351,817	51.0 %	2,069,194	662,085
Legal Services	670,199	1,135,000	464,801	59.0 %	851,250	181,051
Meetings and Related Costs	32,281	74,300	42,019	43.4 %	55,726	23,445
Memberships	75,965	124,475	48,510	61.0 %	93,356	17,391
Office Supplies	44,553	126,500	81,947	35.2 %	94,875	50,322
Postage and Delivery Costs	94,502	151,300	56,798	62.5 %	113,475	18,973
Printing Cost	68,410	115,000	46,590	59.5 %	86,250	17,840
Professional Services	5,018,633	8,913,945	3,895,312	56.3 %	6,685,459	1,666,826
Subscriptions and Periodicals	35,445	53,050	17,605	66.8 %	39,787	4,342
Telephone and Internet	225,274	420,300	195,026	53.6 %	315,225	89,951
Training and Related Costs	470,765	656,672	185,907	71.7 %	492,505	21,740
Total Services and Supplies	9,522,194	17,126,568	7,604,374	55.6 %	12,844,927	3,322,733
Administrative Expense - Subtotal	27,755,906	43,227,258	15,471,352	64.2 %	32,420,448	4,664,542
Capital Expenditures**	977,205	5,925,000	4,947,795	16.5 %	4,443,750	3,466,545
Grand Total	\$ 28,733,111	\$ 49,152,258	\$ 20,419,147	58.5 %	\$ 36,864,198	\$ 8,131,087

*Prorated budget represents 75% (9 months/12 months) of annual amended budget.

**Capital expenditures represent purchase of assets to be amortized in future periods.

Personnel Costs

Personnel Costs as of September 30, 2024, were approximately \$18.2 million or 69.9% of the annual amended budget for this category, under the prorated amended budget by \$1,341,809. Although these costs are slightly under budget, they include annual lump sum payments made during the first quarter, including the annual Optional Benefit Plan (OBP) payments of \$190,000 and incentive compensation awards for eligible investment team members totaling approximately \$408,000. Personnel costs also reflect an increase in annual leave of \$180,000 due to higher annual leave balances of OCERS’ employees at the end of the third quarter than at the beginning of the year. Personnel costs are closely monitored and are expected to remain within budget for the year.

Services and Supplies

Expenditures for services and supplies were approximately \$9.5 million or 55.6% of the annual amended budget for this category. The variance of \$3.3 million between the prorated amended budget and year-to-date actuals in this category is primarily due to the following (note: budget differences that are under budget and less than \$5,000 have been deemed immaterial and are excluded from the discussion below):

- ∑ Building Property Management and Maintenance costs utilized 62.6% of the annual amended budget, under the prorated amended budget by \$142,063. The lower-than-expected cost is primarily due to the timing of funding requests from OCERS property manager for operating expenses through the

third quarter. Maintenance costs do not occur evenly and will fluctuate throughout the year. This category is expected to remain within budget.

- ∑ Equipment - Rents and Leases expenses are at 62.9% of the annual amended budget and under the prorated amended budget by \$6,066. Equipment rents and lease expense includes the rental and copy usage of the copiers, and rental for the postage meter. Copier usage varies and has decreased significantly due to utilizing electronic copies of records instead of hard copies.
- ∑ Equipment and Software expense utilized 42.7% of the annual amended budget, and lower than the prorated amended budget by \$419,078. This category includes funding for computers and related hardware which are purchased on an as-needed basis, information security solutions and investment-related software and equipment. Also included in this category is funding for an electronic content/document management system that has been deferred until the implementation of a new pension administration system and a test automation solution that was a planned project for this year but has been postponed until next year using an alternative cloud-based solution at a significantly lower cost.
- ∑ Infrastructure costs are at 51.0% of the annual amended budget resulting in an unused prorated amended budget of \$662,085. This category encompasses the various platforms and cloud-based software subscriptions in use at OCERS. The lower than budgeted costs are due to the timing of maintenance agreement renewals, which renew throughout the year, with some incurring costs less than expected, as well as various costs associated with software and hardware support services that are utilized on an as-needed basis. The maintenance of the pension administration system is also included in this category and represents over a third of the budget of this category, including funding for change orders that has not been fully utilized as of the third quarter.
- ∑ Legal Services are at 59.0% of the annual amended budget and are lower than the prorated amended budget by \$181,051. Legal services for investments, litigation, and general and tax counsel are utilized on an as-needed basis. Investment legal services are lower than the prorated amended budget by approximately \$135,000 at the end of the third quarter. General board, tax counsel and outside counsel services are under the prorated amended budget by \$46,000. Total legal fees are not anticipated to exceed the budget for the year.
- ∑ Meetings and Related costs are at 43.4% of the annual amended budget and under the prorated amended budget by \$23,445. The budget for this category includes board and committee-related meetings that have incurred less than expected costs as of the third quarter.
- ∑ Memberships expense is at 61.0% of the annual amended budget and under the prorated amended budget by \$17,391. Memberships and periodicals renew throughout the year. This category is expected to remain within budget for the year.
- ∑ Office Supplies are at 35.2% of the annual amended budget and under the prorated amended budget by \$50,322. This category includes funding for office supplies, furniture and ergonomic items, as well as promotional items. These items are purchased on an as-needed basis which has been less than expected.
- ∑ Postage and Delivery Costs are at 62.5% of the annual amended budget and under the prorated amended budget by \$18,973. Postage costs as of the third quarter consists primarily of the mailing of three quarterly newsletters (Winter, Spring and Summer 2024). This category also includes postage incurred on an as-needed basis, such as mailings to our members, and delivery services.

- ∑ Printing Cost is at 59.5% of the annual amended budget and under the prorated amended budget by \$17,840. The budget for this category includes printing costs for the quarterly newsletters, annual comprehensive financial report and brochures. The costs incurred as of the end of the third quarter include the printing of three quarterly newsletters (Winter, Spring and Summer 2024), and the Annual Comprehensive Financial Report (ACFR). Other printing costs fluctuate on an as-needed basis. This category is expected to remain within budget for the year.
- ∑ Professional Services utilized 56.3% of the annual amended budget and are lower than the prorated amended budget by \$1,666,826. As of the end of the third quarter many departments are under budget for professional services. Consulting and professional services are used on an as-needed-basis which results in costs fluctuating throughout the year. Some professional services budgeted for the year include pension administration project oversight and consulting, robotic process automation development and deployment, the master repository project and compensation study. Contracts have been executed on several of these initiatives and the projects are underway. This category is expected to be within budget for the year.
- ∑ Telephone and Internet expenditures were at 53.6% of the annual amended budget, under the prorated amended budget by \$89,951. As of the end of the third quarter, both internet and telephone services were less than expected, primarily due to the transition away from analog telephone lines and internet services coming in less than budgeted.
- ∑ Training and Related Costs are at 71.7% of the annual amended budget and lower than the prorated amended budget by \$21,740. Training costs continue to trend higher with the growth of the OCERS team. Board members and team members are attending more in-person conferences. Many team members have taken the opportunity to attend the CALAPRS roundtable events for their functional areas, and several team members attended the CALAPRS Management Academy in 2024. Several Learning and Organizational Development (LOD) training programs have taken place during the year, including executive and director coaching, the Leadership Edge Program for OCERS mid-level leaders, the summer offsite for all supervisory team members, business case development and the ongoing efforts of OCERS' diversity, equity, and inclusion program. The training budget will be closely monitored over the remaining portion of the year and is not expected to be over budget for the year.

Capital Expenditures

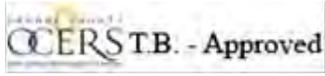
Capital Expenditures incurred as of the end of the third quarter are \$977,205 or 16.5% of the annual amended budget, under the prorated amended budget by \$3,466,545. All these expenditures relate to the initial phase of the development of the headquarters building which includes program management, pre-development services and related legal services.

The total amount budgeted for the year for the headquarter building is \$5.1 million. Other capital expenditures budgeted include \$475,000 for other building and property improvements, \$300,000 for building space planning, and \$50,000 for the data center server virtual replacement rolled over from the prior year.

Conclusion:

As of the end of the third quarter, the Administrative budget based on actuals is at 58.5% of the amended annual budget. As actual administrative expenses are under the amended annual budget, OCERS complies with the 21-basis point test.

Submitted by:



Tracy Bowman
Director of Finance



Memorandum

DATE: November 18, 2024
TO: Members of the Board of Retirement
FROM: Tracy Bowman, Director of Finance
SUBJECT: **THIRD QUARTER 2024 TRAVEL AND TRAINING EXPENSE REPORT**

Written Report

Background/Discussion

In accordance with OCERS' Travel Policy, the Chief Executive Officer is required to submit a quarterly report to the Board of Retirement on conference attendance and related expenditures incurred by OCERS' Board Members and staff. Attached is the Third Quarter 2024 Travel and Training Expense Report that includes all expenses submitted through September 30, 2024.

Submitted by:



TB - Approved

Tracy Bowman
Director of Finance

11-18-2024 REGULAR BOARD MEETING - R-9 THIRD QUARTER 2024 TRAVEL AND TRAINING EXPENSE REPORT

TRAVEL AND TRAINING EXPENSE REPORT
THIRD QUARTER 2024
Submitted Through September 30, 2024**

Name	Trip OR Class Dates	Trip Name	Destination	Trip Type	Mileage	Reg. Fee	Meals	Airfare	Hotel	Trans.	Misc.	2024 YTD Total Expense	2023 Total*
DEWANE	5/7-5/10/24	SACRS Spring 2024 Conference	Santa Barbara, CA	Conference	-	120.00	-	-	331.23	-	-	451.23	-
Sub Total					-	120.00	-	-	331.23	-	-	451.23	-
FREIDENRICH	3/2-3/5/24	CALAPRS General Assembly 2024 & Investment Round Table	Rancho Mirage, CA	Training	-	300.00	-	-	554.66	-	-	854.66	-
	5/7-5/10/24	SACRS Spring 2024 Conference	Santa Barbara, CA	Conference	174.20	120.00	2.69	-	707.94	30.00	-	1,034.83	-
Sub Total					174.20	420.00	2.69	-	1,262.60	30.00	-	1,889.49	2,593.30
HILTON	1/28-1/30/24	NAPO's 35th Annual Pension & Benefits Seminar	Las Vegas, CA	Training	32.16	-	46.68	185.80	516.84	154.67	-	936.15	-
	2/24-2/26/24	NASRA 2024 Joint Winter Meeting	Washington, DC	Conference	53.60	-	45.28	337.96	1,247.64	226.19	-	1,910.67	-
	5/7-5/10/24	SACRS Spring 2024 Conference	Santa Barbara, CA	Conference	-	120.00	-	-	331.23	-	-	451.23	-
	8/18-8/20/24	NCBERS Public Pension Funding Forum	Boston, MA	Training	32.16	745.00	-	455.97	908.31	127.70	-	2,269.14	-
	10/27-10/30/24	NCBERS 2024 Public Safety Conference	Indian Wells, CA	Conference	-	775.00	-	-	-	-	-	775.00	-
	11/3-11/6/24	CRCEA 2024 Fall Conference	Walnut Creek, CA	Conference	-	165.00	-	-	-	-	-	165.00	-
	11/12-11/15/24	SACRS Fall 2024 Conference	Monterey, CA	Conference	-	120.00	-	-	-	-	-	120.00	-
Sub Total					117.92	1,925.00	91.96	979.73	3,004.02	508.56	-	6,627.19	11,922.70
LINDHOLM	5/17/24	CALAPRS Trustees Round Table	Online	Training	-	50.00	-	-	-	-	-	50.00	-
Sub Total					-	50.00	-	-	-	-	-	50.00	-
OATES	1/28-1/30/24	NAPO's 35th Annual Pension & Benefits Seminar	Las Vegas, CA	Training	-	-	46.68	144.98	284.47	71.73	-	547.86	-
	3/2-3/5/24	CALAPRS General Assembly 2024	Rancho Mirage, CA	Training	150.08	250.00	-	-	554.66	-	-	954.74	-
	4/28-4/30/24	Motley Rice PIC US	Charleston, SC	Training	-	-	65.23	665.70	-	157.02	-	887.95	-
	5/7-5/10/24	SACRS Spring 2024 Conference	Santa Barbara, CA	Conference	195.64	120.00	-	-	707.94	30.00	-	1,053.58	-
	11/10-11/13/24	IFEBP 70th Annual Employee Benefits Conference	San Diego, CA	Conference	-	930.00	-	-	-	-	-	930.00	-
Sub Total					345.72	1,300.00	111.91	810.68	1,547.07	258.75	-	4,374.13	12,354.57
PACKARD	5/7-5/10/24	SACRS Spring 2024 Conference	Santa Barbara, CA	Conference	189.61	120.00	-	-	1,061.91	60.00	14.95	1,446.47	-
	10/21-10/23/24	21st Annual Global ARC Boston	Boston, MA	Training	-	275.00	-	-	-	-	-	275.00	-
	11/12-11/15/24	SACRS Fall 2024 Conference	Monterey, CA	Conference	-	120.00	-	-	-	-	-	120.00	-
Sub Total					189.61	515.00	-	-	1,061.91	60.00	14.95	1,841.47	3,753.66
PREVATT	2/24-2/26/24	NASRA 2024 Joint Winter Meeting	Washington, DC	Conference	-	-	150.20	577.79	1,247.64	190.25	-	2,165.88	-
	3/2-3/5/24	CALAPRS General Assembly 2024	Rancho Mirage, CA	Training	162.14	250.00	98.64	-	831.99	-	-	1,342.77	-
	4/15-4/17/24	Annual 2024 Pension Bridge	Half Moon Bay, CA	Training	-	-	40.74	445.58	625.63	198.25	-	1,310.20	-
	5/7-5/10/24	SACRS Spring 2024 Conference	Santa Barbara, CA	Conference	77.05	120.00	38.00	-	1,076.91	45.00	-	1,356.96	-
	5/19-5/22/24	NCBERS 2024 Annual Conference Exhibition (ACE)	Seattle, WA	Training	-	1,050.00	92.06	482.94	1,025.11	311.07	-	2,961.18	-
	8/3-8/7/24	NASRA 2024 Annual Conference	Pittsburgh, PA	Conference	-	1,550.00	30.86	692.95	1,198.30	250.55	-	3,722.66	-
	10/21-10/23/24	21st Annual Global ARC Boston	Boston, MA	Training	-	325.00	129.29	1,013.20	2,635.75	218.52	-	4,321.76	-
	11/12-11/15/24	SACRS Fall 2024 Conference	Monterey, CA	Conference	-	120.00	-	-	-	-	-	120.00	-
Sub Total					239.19	3,415.00	579.79	3,212.46	8,641.33	1,213.64	-	17,301.41	16,520.80
TAGALOA	1/22-1/24/24	NCBERS 2024 Legislative Conference	Washington, DC	Conference	-	-	57.71	-	1,040.07	103.02	-	1,200.80	-
	1/28-1/30/24	NAPO's 35th Annual Pension & Benefits Seminar	Las Vegas, CA	Training	-	-	46.68	-	536.84	113.51	-	697.03	-
	3/2-3/5/24	CALAPRS General Assembly 2024	Rancho Mirage, CA	Training	142.04	250.00	-	-	277.33	-	-	669.37	-
	3/20-3/21/24	NASP 2024 Day of Education in Private Equity for Trustees	Marina Del Rey, CA	Training	56.28	85.00	-	-	542.11	-	-	683.39	-
	4/28-4/30/24	Motley Rice PIC US	Charleston, SC	Training	44.89	-	-	613.08	-	44.98	-	702.95	-
	5/7-5/10/24	SACRS Spring 2024 Conference	Santa Barbara, CA	Conference	160.13	120.00	44.33	-	1,780.89	351.73	-	2,457.08	-
	5/18-5/22/24	NCBERS Trustee Educational (TEDS) & Conference (ACE)	Seattle, WA	Conference	-	1,550.00	98.57	256.20	1,898.33	114.00	-	3,917.10	-
	7/14-7/17/24	SACRS UC Berkeley 2024 Program: System Pricing	Berkeley, CA	Training	-	3,000.00	-	345.96	1,585.01	244.44	-	5,175.41	-
	8/3-8/7/24	NASRA 2024 Annual Conference	Pittsburgh, PA	Conference	-	1,650.00	54.42	521.08	998.64	365.78	-	3,589.92	-
	8/18-8/20/24	NCBERS 2024 Public Pension Funding Forum	Boston, MA	Training	-	750.00	46.57	505.46	908.31	131.34	-	2,341.68	-
	8/26/24	CalPERS Pathways for Women Conference 2024	Anaheim, CA	Conference	-	199.00	-	-	-	-	-	199.00	-
	9/16-9/17/24	SACRS Board of Directors Meeting	Sacramento, CA	Meeting	-	-	-	228.96	256.41	117.37	-	602.74	-
	9/24-9/26/24	NCBERS Public Pension HR Summit 2024	Denver, CO	Training	-	745.00	26.00	307.96	761.64	161.30	-	2,001.90	-
	10/27-10/30/24	NCBERS 2024 Public Safety Conference	Indian Wells, CA	Conference	-	775.00	-	-	-	-	-	775.00	-
	11/12-11/15/24	SACRS Fall 2024 Conference	Monterey, CA	Conference	-	120.00	-	-	-	-	-	120.00	-
Sub Total					403.34	9,244.00	374.28	2,778.70	10,585.58	1,747.47	-	25,133.37	19,776.09
VALLONE	5/7-5/10/24	SACRS Spring 2024 Conference	Santa Barbara, CA	Conference	207.70	120.00	99.03	-	1,061.91	-	-	1,488.64	-
	11/12-11/15/24	SACRS Fall 2024 Conference	Monterey, CA	Conference	-	120.00	-	-	-	-	-	120.00	-
Sub Total					207.70	240.00	99.03	-	1,061.91	-	-	1,608.64	1,010.37
BOARD Total					1,677.68	17,229.00	1,259.66	7,781.57	27,495.65	3,818.42	14.95	59,276.93	68,042.44

11-18-2024 REGULAR BOARD MEETING - R-9 THIRD QUARTER 2024 TRAVEL AND TRAINING EXPENSE REPORT

TRAVEL AND TRAINING EXPENSE REPORT
THIRD QUARTER 2024
Submitted Through September 30, 2024**

Name	Trip OR Class Dates	Trip Name	Destination	Trip Type	Mileage	Reg. Fee	Meals	Airfare	Hotel	Trans.	Misc.	2024 YTD Total Expense	2023 Total*
DELANEY	1/23/24	IREI 2024 Visions, Insights & Perspectives (VIP) Americas	Carlsbad, CA	Training	81.07	-	-	-	-	5.00	-	86.07	-
	1/28-1/30/24	NAPO's 35th Annual Pension & Benefits Seminar	Las Vegas, CA	Training	-	-	96.46	663.96	90.60	38.90	-	889.92	-
	2/8/24	CALAPRS Administrators Round Table	Online	Training	-	50.00	-	-	-	-	-	50.00	-
	2/24-2/26/24	NASRA 2024 Joint Winter Meeting	Washington, DC	Conference	-	-	69.38	666.20	802.82	230.81	-	1,769.21	-
	3/2-3/5/24	CALAPRS General Assembly 2024 & Investment Round Table	Rancho Mirage, CA	Training	-	300.00	42.85	-	-	-	-	342.85	-
	3/19/24	CALAPRS Compliance Round Table	Online	Training	-	50.00	-	-	-	-	-	50.00	-
	5/7-5/10/24	SACRS Spring 2024 Conference and CEO & Admin. Forum	Sanita Barbara, CA	Training	148.74	270.00	31.69	-	1,134.52	-	-	1,584.95	-
	5/15-5/16/24	Roboyo Conference: All Eyes on Automation USA 2024	Miami, FL	Conference	-	-	193.21	969.20	979.70	147.68	55.08	2,344.87	-
	6/17-6/19/24	NCBERS 2024 Chief Officers Summit	Nashville, TN	Training	-	800.00	291.92	633.19	1,487.30	313.46	-	3,525.87	-
	8/3-8/7/24	NASRA 2024 Annual Conference	Pittsburgh, PA	Conference	-	1,550.00	78.10	817.20	1,374.54	107.10	-	3,926.94	-
	8/18-8/20/24	NCBERS Public Pension Funding Forum	Boston, MA	Training	-	745.00	424.51	784.19	537.16	151.04	-	2,641.90	-
	9/25-9/27/24	CALAPRS Administrators Institute 2024	Carmel, CA	Training	-	2,500.00	13.90	-	89.20	114.30	-	2,717.40	-
	9/29-10/2/24	NASCIO 2024 Annual Conference	New Orleans, LA	Conference	-	895.00	154.07	-	-	62.07	-	1,111.14	-
	10/1/24	CALAPRS Trustees Round Table	San Jose, CA	Training	-	300.00	-	-	-	-	-	300.00	-
	10/27-10/30/24	NCBERS 2024 Public Safety Conference	Indian Wells, CA	Conference	-	775.00	-	-	-	-	-	775.00	-
11/12-11/15/24	SACRS Fall 2024 Conference	Monterey, CA	Conference	-	120.00	-	-	-	-	-	120.00	-	
Sub Total					229.81	8,355.00	1,396.09	4,533.94	6,495.84	1,170.36	55.08	22,236.12	18,670.17
EVENSON	4/10/24	CALAPRS Administrative Assistants Round Table	Online	Training	-	50.00	-	-	-	-	-	50.00	-
	4/26/24	CALAPRS Overview in Retirement Plan Administration	Online	Training	-	100.00	-	-	-	-	-	100.00	-
Sub Total					-	150.00	-	-	-	-	-	150.00	-
JENIKE					-	-	-	-	-	-	-	-	-
Sub Total					-	-	-	-	-	-	-	-	9,523.76
KIM, D	1/30-2/2/24	CSMFO 2024 Annual Conference	Anaheim, CA	Conference	-	635.00	-	-	-	25.00	-	660.00	-
	4/21-4/24/24	Association of Public Pension Fund Auditors Conference	Chicago, IL	Conference	-	600.00	87.07	552.20	642.36	183.08	-	2,064.71	-
	5/4/24	2024 CISA SuperReview	Online	Training	-	596.96	-	-	-	-	-	596.96	-
	5/7-5/10/24	SACRS Spring 2024 Conference	Sanita Barbara, CA	Conference	-	120.00	19.01	-	1,207.35	90.31	-	1,436.67	-
	7/15-7/17/24	IIA International Conference & Chief Audit Executive Stream	Washington, DC	Conference	-	2,290.00	122.89	557.95	1,294.00	170.77	-	4,435.61	-
	11/12-11/15/24	SACRS Fall 2024 Conference	Monterey, CA	Conference	-	120.00	-	289.95	-	-	-	409.95	-
Sub Total					-	4,361.96	228.97	1,400.10	3,143.71	469.16	9,603.90	6,042.01	
NIH	4/10/24	CALAPRS Administrative Assistants Round Table	Online	Training	-	50.00	-	-	-	-	-	50.00	-
	10/21-10/23/24	CSDA 2024 Board Secretary/Clerk Conference	San Diego, CA	Conference	-	775.00	-	-	-	-	-	775.00	-
Sub Total					-	825.00	-	-	-	-	-	825.00	100.00
SHOTT	2/26-2/27/24	Gartner CIO Leadership Forum 2024	Phoenix, AZ	Training	12.06	-	40.64	406.34	413.88	183.78	-	1,056.70	-
	3/2-3/5/24	CALAPRS General Assembly 2024	Rancho Mirage, CA	Training	139.36	250.00	42.85	-	564.66	15.54	-	1,012.41	-
	5/7-5/10/24	SACRS Spring 2024 Conference	Sanita Barbara, CA	Conference	174.20	120.00	47.69	-	1,106.91	139.65	-	1,588.45	-
	6/9-6/12/24	GFOA 118th Annual Conference	Orlando, FL	Conference	12.06	515.00	229.38	1,157.20	833.39	156.13	-	2,903.16	-
	10/17-10/18/24	Nossaman Pension, Benefits & Investments Fiduciary Forum	Berkeley, CA	Training	-	750.00	-	-	474.14	-	-	1,224.14	-
	10/27-10/30/24	P2F2 Annual Conference 2024	Indianapolis, IN	Conference	-	800.00	-	719.95	-	-	-	1,519.95	-
	11/12-11/15/24	SACRS Fall 2024 Conference	Monterey, CA	Conference	-	120.00	-	-	-	-	-	120.00	-
Sub Total					337.68	2,555.00	360.56	2,283.49	3,392.98	495.10	-	9,424.81	5,471.50
TSAO	3/2-3/5/24	CALAPRS General Assembly 2024	Rancho Mirage, CA	Training	129.98	250.00	42.85	-	554.66	-	-	977.49	-
	3/11-3/13/24	Gartner 2024 NA Data & Analytics Summit	Orlando, FL	Training	-	3,825.00	52.33	266.20	765.00	325.17	-	5,233.70	-
	5/13-5/16/24	Leading in a Data-Driven World: Quantitative Intuition	New York, NY	Training	-	9,550.00	-	506.21	1,542.18	413.22	-	12,011.61	-
	11/12-11/15/24	SACRS Fall 2024 Conference	Monterey, CA	Conference	-	120.00	-	-	-	-	-	120.00	-
	Various	CALAPRS Management Academy: Module 1, 2, & 3	Pasadena, CA	Training	471.68	3,500.00	-	-	-	96.00	-	4,067.68	-
Sub Total					601.66	17,245.00	95.18	772.41	2,861.84	834.39	-	22,410.48	-
EXECUTIVE Total					1,169.15	33,491.96	2,080.80	8,989.94	15,894.37	2,969.01	55.08	64,650.31	39,807.44

11-18-2024 REGULAR BOARD MEETING - R-9 THIRD QUARTER 2024 TRAVEL AND TRAINING EXPENSE REPORT

TRAVEL AND TRAINING EXPENSE REPORT
THIRD QUARTER 2024
Submitted Through September 30, 2024**

Name	Trip OR Class Dates	Trip Name	Destination	Trip Type	Mileage	Req. Fee	Meals	Airfare	Hotel	Trans.	Misc.	2024 YTD Total Expense	2023 Total*
BEESON	2/6/24	CalSTRS Visit	Sacramento, CA	Due Diligence	-	-	6.49	339.95	-	146.95	-	493.39	-
	3/4-3/7/24	NY 2024 Annual Meeting/Due Diligence	New York, NY	Due Diligence/Meeting	-	-	133.12	741.20	1,287.27	294.02	-	2,455.61	-
	5/6-5/8/24	Milken Institute Global Conference	Beverly Hills, CA	Due Diligence/Conference	60.30	-	-	-	1,173.35	135.00	-	1,368.65	-
	6/1/24	California LP Summit	Dana Point, CA	Due Diligence	-	-	-	-	-	-	25.00	25.00	-
	10/22-10/24/24	Due Diligence Managers Meetings	San Francisco, CA	Due Diligence/Meeting	-	-	-	177.95	-	-	-	177.95	-
Sub Total					60.30	-	139.61	1,259.10	2,460.62	575.97	25.00	4,520.60	5,582.87
CHARY	2/6/24	CalSTRS Visit	Sacramento, CA	Due Diligence	-	-	-	551.96	-	96.25	-	648.21	-
	4/29-5/1/24	Institutional Investors Allocators: Public Funds Roundtable 2024	Beverly Hills, CA	Due Diligence	72.36	-	-	-	600.98	130.00	-	803.34	-
	5/20-5/22/24	Talking Hedge	Austin, TX	Due Diligence	-	-	23.75	362.96	662.66	132.35	-	1,181.72	-
	6/10-6/13/24	Managers Due Diligence Meetings	New York, NY	Due Diligence/Meeting	-	-	95.90	1,181.20	-	464.83	-	1,741.93	-
Sub Total				72.36	-	119.65	2,096.12	1,263.64	823.43	-	4,375.20	4,595.43	
CHEN, A	3/3-3/6/24	Women's Private Equity Summit 2024	Phoenix, AZ	Due Diligence	-	-	-	464.20	1,348.23	415.14	-	2,227.57	-
	4/9-4/10/24	SuperReturn US West	Universal City, CA	Due Diligence	49.58	-	-	-	305.75	27.00	-	382.33	-
	4/30-5/2/24	Quantum 2024 Annual	Houston, TX	Due Diligence	-	-	76.31	639.60	608.09	193.72	-	1,517.72	-
	5/20-5/22/24	Managers Due Diligence Meetings	New York, NY	Due Diligence/Meeting	-	-	50.03	886.87	1,389.69	439.74	-	2,766.33	-
Sub Total				49.58	-	126.34	1,990.67	3,651.76	1,075.60	-	6,893.95	5,926.97	
CHEN, G	11/12-11/15/24	SACRS Fall 2024 Conference	Monterey, CA	Conference	-	120.00	-	324.95	-	-	-	444.95	-
Sub Total					-	120.00	-	324.95	-	-	-	444.95	-
HE	2/6/24	CalSTRS Visit	Sacramento, CA	Due Diligence	-	-	14.63	480.08	-	72.98	-	567.69	-
	3/18/24	ALTSIA Conference	Los Angeles, CA	Due Diligence/Conference	-	-	-	-	-	24.20	-	24.20	-
	4/25/24	Aksia Onsite	San Diego, CA	Due Diligence	91.79	-	-	-	-	-	-	91.79	-
	6/10-6/13/24	Managers Due Diligence Meetings	New York, NY	Due Diligence/Meeting	-	-	151.07	475.20	1,645.92	322.26	-	2,594.45	-
	7/10/24	Tide Spark 2024 Conference	Dana Point, CA	Due Diligence/Conference	35.51	-	-	-	-	20.00	-	55.51	-
	Various	AAAIM & Partnership Conference	Los Angeles, CA	Due Diligence/Conference	-	-	-	-	-	77.50	-	77.50	-
Sub Total				127.30	-	165.70	955.28	1,645.92	516.94	-	-	3,411.14	769.45
HENANE	3/26/24	ILPA Real Assets	Online	Training	-	999.00	-	-	-	-	-	999.00	-
	4/26/24	CALAPRS Overview in Retirement Plan Administration	Online	Training	-	100.00	-	-	-	-	-	100.00	-
	5/7-5/10/24	SACRS Spring 2024 Conference	Santa Barbara, CA	Conference	170.85	120.00	-	-	751.18	60.00	-	1,102.03	-
	6/5/24	Aksia/Ares Educational Roundtable	Los Angeles, CA	Due Diligence	45.56	-	-	-	-	13.00	-	58.56	-
	7/30/24	Oaktree Capital Management	Los Angeles, CA	Due Diligence	67.00	-	-	-	-	-	-	67.00	-
	10/28-10/29/24	2024 EnCap Investments Investor Conference	Houston, TX	Due Diligence/Conference	-	-	-	511.52	-	-	-	511.52	-
Sub Total				283.41	1,219.00	-	511.52	751.18	73.00	-	-	2,838.11	-
HWANG	7/10/24	Tide Spark 2024 Conference	Dana Point, CA	Due Diligence/Conference	15.41	-	-	-	-	20.00	-	35.41	-
	11/12-11/15/24	SACRS Fall 2024 Conference	Monterey, CA	Conference	-	120.00	-	-	-	20.00	-	120.00	-
Sub Total				15.41	120.00	-	-	-	20.00	-	-	155.41	-
JI	3/20-3/21/24	ILPA - Investment Due Diligence	San Francisco, CA	Due Diligence/Conference	-	1,699.00	85.28	195.95	576.01	223.60	-	2,779.84	-
	5/7-5/10/24	SACRS Spring 2024 Conference	Santa Barbara, CA	Conference	-	120.00	-	-	707.94	30.00	-	1,026.11	-
Sub Total				168.17	1,819.00	85.28	195.95	1,283.95	253.60	-	-	3,805.95	1,257.84
MEDINA	4/26/24	CALAPRS Overview in Retirement Plan Administration	Online	Training	-	100.00	-	-	-	-	-	100.00	-
Sub Total	5/7-5/10/24	SACRS Spring 2024 Conference	Santa Barbara, CA	Conference	-	120.00	-	-	751.18	60.00	-	931.18	-
Sub Total					-	220.00	-	-	751.18	60.00	-	1,031.18	-
MURPHY	2/6/24	CalSTRS Visit	Sacramento, CA	Due Diligence	-	-	42.38	551.96	-	20.00	-	614.34	-
	2/27-3/1/24	Managers Due Diligence Meetings	London, England	Due Diligence/Meeting	-	-	154.72	755.80	1,492.76	381.68	-	2,784.96	-
	3/5-3/8/24	2024 Forbes 30/50 Summit	Abu Dhabi, United Arab Emirates	Due Diligence/Conference	-	500.00	154.33	-	3,701.07	72.36	-	4,427.76	-
	4/7-4/13/24	P&I Nordic Pension Tour	Copenhagen, Denmark	Due Diligence/Conference	-	-	82.91	4,981.80	1,365.10	256.56	-	6,686.37	-
	4/29-5/1/24	Institutional Investors Allocators: Public Funds Roundtable 2024	Beverly Hills, CA	Due Diligence	54.27	-	-	-	600.98	130.00	-	785.25	-
	5/5-5/8/24	Milken Institute Global Conference	Beverly Hills, CA	Due Diligence/Conference	54.94	-	-	-	1,340.95	295.37	-	1,691.26	-
	5/13-5/14/24	General Catalyst AGM	San Francisco, CA	Due Diligence	-	-	64.67	416.20	777.48	100.90	-	1,359.25	-
	6/4-6/5/24	FIRCAP LP Meeting	Chicago, IL	Due Diligence/Meeting	-	-	65.78	474.45	1,203.69	168.23	-	1,912.15	-
	11/8-11/14/24	Goldman Sachs Asset Management India Investor Tour	Delhi, India	Due Diligence	-	-	-	6,856.12	2,158.86	-	-	9,014.98	-
Sub Total				109.21	500.00	564.79	14,036.33	12,640.89	1,425.10	-	-	29,276.32	8,365.46
NGUYEN, D	5/16/24	Clearlake AGM	Norwalk, CA	Due Diligence	58.29	-	46.89	-	200.14	41.05	-	346.37	-
Sub Total				58.29	-	46.89	-	200.14	41.05	-	-	346.37	4,387.50
PETERSON	4/9-4/10/24	SuperReturn US West	Universal City, CA	Due Diligence	42.21	-	-	-	279.09	67.10	-	388.40	-
	6/24-6/26/24	ILPA and PE Training	Chicago, IL	Due Diligence/Conference	-	1,699.00	94.89	582.97	1,103.86	209.93	-	3,690.65	-
Sub Total				42.21	1,699.00	94.89	582.97	1,382.95	277.03	-	-	4,079.05	1,839.09
TURIAGI	2/26-2/27/24	Pension Bridge Private Credit	Carlsbad, CA	Due Diligence	71.69	-	103.09	-	1,159.55	76.00	-	1,410.33	-
	5/13-5/16/24	Ares Firmwide Annual Meeting 2024	Scottsdale, AZ	Due Diligence/Meeting	-	-	32.15	315.85	1,394.63	118.03	-	1,860.66	-
Sub Total				71.69	-	135.24	315.85	2,554.18	194.03	-	-	3,270.99	1,232.69
WALANDER-SARKIN	5/6-5/8/24	Milken Institute Global Conference	Beverly Hills, CA	Due Diligence/Conference	67.67	-	-	-	1,183.71	238.00	-	1,489.38	-
	5/26-6/7/24	Paris Due Diligence and Super Return Berlin	Paris & Berlin	Due Diligence	-	-	104.76	4,091.87	2,449.68	716.47	36.44	7,399.22	-
	6/23-6/28/24	Constellation AGM Copenhagen	Copenhagen, Denmark	Due Diligence	-	-	99.39	1,681.81	1,403.59	236.54	68.05	3,489.38	-
Sub Total				67.67	-	204.15	5,773.68	5,036.98	1,991.01	104.49	-	12,377.98	2,605.56
INVESTMENTS Total					1,125.60	5,697.00	1,682.54	28,042.42	33,623.39	6,526.76	129.49	76,827.20	36,562.86

11-18-2024 REGULAR BOARD MEETING - R-9 THIRD QUARTER 2024 TRAVEL AND TRAINING EXPENSE REPORT

TRAVEL AND TRAINING EXPENSE REPORT
THIRD QUARTER 2024
Submitted Through September 30, 2024**

Name	Trip OR Class Dates	Trip Name	Destination	Trip Type	Mileage	Reg. Fee	Meals	Airfare	Hotel	Trans.	Misc.	2024 YTD Total Expense	2023 Total*
CLARK	4/7/24	Public Speaking Course	Santa Ana, CA	Training	-	178.75	-	-	-	-	-	178.75	-
	4/26/24	CALAPRS Overview in Retirement Plan Administration	Online	Training	-	100.00	-	-	-	-	-	100.00	-
	5/13-5/16/24	CAPIO 2024 Annual Conference	Indian Wells, CA	Conference	136.01	675.00	124.71	-	725.31	54.00	-	1,715.03	-
	6/20/24	CALAPRS Communications Round Table	San Jose, CA	Training	-	300.00	51.83	-	563.39	-	-	915.22	-
	11/6-11/8/24	CALAPRS Intermediate Retirement Plan Administration	San Jose, CA	Training	-	750.00	-	-	319.96	-	-	1,069.96	-
12/11-12/13/24	CALAPRS Advanced Retirement Plan Administration	San Jose, CA	Training	-	750.00	-	-	-	-	-	750.00	-	
Sub Total					136.01	2,753.75	176.54	883.35	725.31	54.00	-	4,728.96	-
COBURN	1/21-1/22/24	NCPERS 2024 Pension Communications Summit	Washington, DC	Training	-	400.00	129.74	417.81	1,040.07	279.25	-	2,266.87	-
	3/2-3/5/24	CALAPRS General Assembly 2024	Rancho Mirage, CA	Training	137.35	250.00	74.99	-	554.66	-	-	1,017.00	-
	4/26/24	CALAPRS Overview in Retirement Plan Administration	Online	Training	-	100.00	-	-	-	-	-	100.00	-
	5/13-5/16/24	CAPIO 2024 Annual Conference	Indian Wells, CA	Conference	136.68	675.00	149.89	-	725.31	66.00	-	1,752.88	-
	6/20/24	CALAPRS Communications Round Table	San Jose, CA	Training	-	300.00	99.00	287.96	275.43	74.50	-	1,036.89	-
	7/15-7/16/24	IFEBP Benefit Communication and Technology Institute	Denver, CO	Training	-	1,825.00	168.43	376.93	360.47	271.04	-	3,001.87	-
	8/26/24	CalPERS Pathways for Women Conference 2024	Anaheim, CA	Conference	10.00	249.00	-	-	-	80.00	-	339.00	-
	11/6-11/8/24	CALAPRS Intermediate Retirement Plan Administration	San Jose, CA	Training	-	750.00	-	319.96	-	-	-	1,069.96	-
	11/12-11/15/24	SACRS Fall 2024 Conference	Monterey, CA	Conference	-	120.00	-	-	-	-	-	120.00	-
	12/11-12/13/24	CALAPRS Advanced Retirement Plan Administration	San Jose, CA	Training	-	750.00	-	-	-	-	-	750.00	-
	Various	CALAPRS Management Academy: Module 1, 2, & 3	Pasadena, CA	Training	105.86	3,500.00	202.97	-	1,870.88	256.00	-	5,935.71	-
Sub Total					389.89	8,919.00	825.02	1,402.66	4,826.82	1,026.79	-	17,390.18	-
COMMUNICATIONS Total					525.90	11,672.75	1,001.56	2,286.01	5,552.13	1,080.79	-	22,119.14	-
ADDO	3/13/24	CSDA Policy and Procedure Writing	Online	Training	-	230.00	-	-	-	-	-	230.00	-
	3/19/24	CALAPRS Compliance Round Table	Online	Training	-	50.00	-	-	-	-	-	50.00	-
	4/26/24	CALAPRS Overview in Retirement Plan Administration	Online	Training	-	100.00	-	-	-	-	-	100.00	-
	9/22-9/25/24	SCCE 23rd Annual Compliance & Ethics Institute	Grapevine, TX	Training	-	1,299.00	29.97	340.95	1,231.80	21.99	-	2,923.71	-
	10/21-10/23/24	21st Annual Global ARC Boston	Boston, MA	Training	-	325.00	-	524.96	-	-	-	849.96	-
	11/12-11/15/24	SACRS Fall 2024 Conference	Monterey, CA	Conference	-	120.00	-	-	-	-	-	120.00	-
	Various	SCCE Creating Inclusive Compliance	Online	Training	-	49.00	-	-	-	-	-	49.00	-
Sub Total					-	2,173.00	29.97	865.91	1,231.80	21.99	-	4,322.67	7,107.56
BAEK	2/9/24	CALAPRS Attorneys Round Table	Online	Training	-	50.00	-	-	-	-	-	50.00	-
	3/13/24	CSDA Policy and Procedure Writing	Online	Training	-	230.00	-	-	-	-	-	230.00	-
	5/24/24	CALAPRS Attorneys Round Table	Online	Training	-	50.00	-	-	-	-	-	50.00	-
	6/25-6/28/24	NAPPA 2024 Legal Education Conference	Fort Lauderdale, FL	Conference	-	990.00	-	800.21	229.00	-	-	2,019.21	-
	11/12-11/15/24	SACRS Fall 2024 Conference	Monterey, CA	Conference	-	120.00	-	-	-	-	-	120.00	-
Sub Total					-	1,440.00	-	800.21	229.00	-	2,469.21	1,257.12	
CAO	2/9/24	CALAPRS Attorneys Round Table	Online	Training	-	50.00	-	-	-	-	-	50.00	-
	3/13/24	CSDA Policy and Procedure Writing	Online	Training	-	230.00	-	-	-	-	-	230.00	-
	5/24/24	CALAPRS Attorneys Round Table	Online	Training	-	50.00	-	-	-	-	-	50.00	-
	10/1-10/2/24	ILPA 2024 Private Equity Legal Conference	Washington, DC	Conference	-	599.00	110.71	457.96	751.76	129.87	-	2,049.30	-
	11/12-11/15/24	SACRS Fall 2024 Conference	Monterey, CA	Conference	-	120.00	-	-	-	-	-	120.00	-
Sub Total					-	1,049.00	110.71	457.96	751.76	129.87	-	2,499.30	5,152.44
GONZALEZ-VERDUGO	3/13/24	CSDA Policy and Procedure Writing	Online	Training	-	230.00	-	-	-	-	-	230.00	-
	4/10/24	CALAPRS Administrative Assistants Round Table	Online	Training	-	50.00	-	-	-	-	-	50.00	-
	4/26/24	CALAPRS Overview in Retirement Plan Administration	Online	Training	-	100.00	-	-	-	-	-	100.00	-
Sub Total					-	380.00	-	-	-	-	380.00	945.18	
KIM, J	2/9/24	CALAPRS Attorneys Round Table	Online	Training	-	50.00	-	-	-	-	-	50.00	-
	3/13/24	CSDA Policy and Procedure Writing	Online	Training	-	230.00	-	-	-	-	-	230.00	-
	5/7-5/10/24	SACRS Spring 2024 Conference	Santa Barbara, CA	Conference	136.68	120.00	-	-	-	-	-	256.68	-
	6/25-6/28/24	NAPPA 2024 Legal Education Conference	Fort Lauderdale, FL	Conference	-	990.00	140.10	775.50	776.31	297.17	-	2,979.08	-
Sub Total					136.68	1,390.00	140.10	775.50	776.31	297.17	-	3,515.76	1,065.62
SERPA	2/9/24	CALAPRS Attorneys Round Table	Online	Training	-	50.00	-	-	-	-	-	50.00	-
	3/19/24	CALAPRS Compliance Round Table	Online	Training	-	50.00	-	-	-	-	-	50.00	-
	5/7-5/10/24	SACRS Spring 2024 Conference	Santa Barbara, CA	Conference	174.87	120.00	-	-	1,071.20	45.00	-	1,411.07	-
	5/24/24	CALAPRS Attorneys Round Table	Online	Training	-	50.00	-	-	-	-	-	50.00	-
	6/25-6/28/24	NAPPA 2024 Legal Education Conference	Fort Lauderdale, FL	Conference	-	990.00	97.74	815.20	776.31	26.24	-	2,705.49	-
	11/12-11/15/24	SACRS Fall 2024 Conference	Monterey, CA	Conference	-	120.00	-	-	-	-	-	120.00	-
Sub Total					174.87	1,380.00	97.74	815.20	1,847.51	71.24	-	4,386.56	3,745.30
SINGLETON	2/9/24	CALAPRS Attorneys Round Table	Online	Training	-	50.00	-	-	-	-	-	50.00	-
	3/13/24	CSDA Policy and Procedure Writing	Online	Training	-	230.00	-	-	-	-	-	230.00	-
	9/21/24	OCPA 38th Annual Educational Conference	Costa Mesa, CA	Conference	10.00	175.00	-	-	-	10.00	-	195.00	-
	11/12-11/15/24	SACRS Fall 2024 Conference	Monterey, CA	Conference	-	120.00	-	-	-	-	-	120.00	-
	11/21/24	CALAPRS Legal Support Round Table	Online	Training	-	50.00	-	-	-	-	-	50.00	-
Sub Total					10.00	625.00	-	-	-	10.00	-	645.00	269.59
LEGAL Total					321.55	8,437.00	378.52	3,714.78	4,836.38	530.27	-	18,218.50	19,542.81

11-18-2024 REGULAR BOARD MEETING - R-9 THIRD QUARTER 2024 TRAVEL AND TRAINING EXPENSE REPORT

TRAVEL AND TRAINING EXPENSE REPORT
THIRD QUARTER 2024
Submitted Through September 30, 2024**

Name	Trip OR Class Dates	Trip Name	Destination	Trip Type	Mileage	Reg. Fee	Meals	Airfare	Hotel	Trans.	Misc.	2024 YTD Total Expense	2023 Total*
ARDELEANU	4/24/24	CALAPRS Overview in Retirement Plan Administration	Online	Training	-	100.00	-	-	-	-	-	100.00	-
	5/7-5/9/24	CEM 2024 Conference	Denver, CO	Conference	-	-	85.88	387.29	1,549.68	200.80	-	2,223.65	-
Sub Total					-	100.00	85.88	387.29	1,549.68	200.80	-	2,223.65	-
CORTEZ	2/15/24	CALAPRS Benefits Round Table	Online	Training	-	50.00	-	-	-	-	-	50.00	-
Sub Total					-	50.00	-	-	-	-	-	50.00	50.00
FIELDS	Various	CFP Courses and Certification	Online	Training	-	109.10	-	-	-	-	-	109.10	-
Sub Total					-	109.10	-	-	-	-	-	109.10	-
HORST	4/10/24	CALAPRS Administrative Assistants Round Table	Online	Training	-	50.00	-	-	-	-	-	50.00	-
Sub Total					-	50.00	-	-	-	-	-	50.00	50.00
IBARRA	Various	LEAN Six Sigma Black Belt	Online	Training	-	1,499.00	-	-	-	-	-	1,499.00	-
Sub Total					-	1,499.00	-	-	-	-	-	1,499.00	-
LAMBERSON	5/7-5/10/24	SACRS Spring 2024 Conference	Santa Barbara, CA	Conference	180.23	120.00	4.35	-	1,126.77	90.00	-	1,521.35	-
	11/12-11/15/24	SACRS Fall 2024 Conference	Monterey, CA	Conference	-	120.00	-	-	-	-	-	120.00	-
Sub Total					180.23	240.00	4.35	-	1,126.77	90.00	-	1,641.35	-
LOPEZ, R	4/24/24	CALAPRS Overview in Retirement Plan Administration	Online	Training	-	100.00	-	-	-	-	-	100.00	-
Sub Total					-	100.00	-	-	-	-	-	100.00	50.00
MALDONADO	5/21-5/23/24	OC Training - Crucial Conversations For Accountability	Santa Ana, CA	Training	10.00	-	-	-	-	40.00	-	50.00	-
Sub Total					10.00	-	-	-	-	40.00	-	50.00	50.00
SHARMA-RAMKISHUN					-	-	-	-	-	-	-	-	-
Sub Total					-	-	-	-	-	-	-	-	50.00
TALLASE	Various	LEAN Six Sigma White Belt	Online	Training	-	299.00	-	-	-	-	-	299.00	-
Sub Total					-	299.00	-	-	-	-	-	299.00	-
VARGAS					-	-	-	-	-	-	-	-	-
Sub Total					-	-	-	-	-	-	-	-	1,792.81
WARKENTINE	10/12-10/15/24	NPEA 2024 Annual Conference	Greenville, S.C.	Conference	-	1,000.00	-	824.95	-	-	-	1,824.95	-
	Various	LEAN Six Sigma Green Belt	Online	Training	-	699.00	-	-	-	-	-	699.00	-
	Various	LEAN Six Sigma Black Belt	Online	Training	-	799.00	-	-	-	-	-	799.00	-
	Various	LEAN Six Sigma White Belt	Online	Training	-	299.00	-	-	-	-	-	299.00	-
Sub Total					-	2,797.00	-	824.95	-	-	-	3,621.95	-
MEMBER SERVICES Total					190.23	5,244.10	90.23	1,212.24	2,676.45	330.80	-	9,744.05	2,042.81
BARKER	10/3/24	GFOA Cultivating Inner Spirit	Online	Training	-	35.00	-	-	-	-	-	35.00	-
	12/5/24	GFOA Annual Governmental GAAP Update	Online	Training	-	135.00	-	-	-	-	-	135.00	-
Sub Total					-	170.00	-	-	-	-	-	170.00	135.00
BOWMAN	2/5/24	GFOA Correctly Calculating Net Investment in Capital Assets	Online	Training	-	35.00	-	-	-	-	-	35.00	-
	4/30/24	GFOA Harnessing Efficiency Utilizing Robots in the Finance Office	Online	Training	-	35.00	-	-	-	-	-	35.00	-
	10/27-10/30/24	P2F2 Annual Conference 2024	Indianapolis, IN	Conference	-	925.00	-	754.95	-	-	-	1,679.95	-
	12/5/24	GFOA Annual Governmental GAAP Update	Online	Training	-	135.00	-	-	-	-	-	135.00	-
Sub Total					-	1,130.00	-	754.95	-	-	-	1,884.95	3,115.20
DURIGON	4/5/24	CALAPRS Accountants Round Table	Online	Training	-	50.00	-	-	-	-	-	50.00	-
Sub Total					-	50.00	-	-	-	-	-	50.00	50.00
GUERRERO	Various	CALAPRS Management Academy; Module 1, 2, & 3	Pasadena, CA	Training	108.54	3,500.00	87.58	-	1,855.89	162.00	-	5,714.01	-
Sub Total					108.54	3,500.00	87.58	-	1,855.89	162.00	-	5,714.01	-
KANG	Various	CALAPRS Management Academy; Module 1, 2, & 3	Pasadena, CA	Training	103.18	3,500.00	92.44	-	1,415.41	147.00	-	5,258.03	-
Sub Total					103.18	3,500.00	92.44	-	1,415.41	147.00	-	5,258.03	185.00
LAM, J	11/6-11/8/24	CALAPRS Intermediate Retirement Plan Administration	San Jose, CA	Training	-	750.00	-	-	-	-	-	750.00	-
	12/11-12/13/24	CALAPRS Advanced Retirement Plan Administration	San Jose, CA	Training	-	750.00	-	-	-	-	-	750.00	-
Sub Total					-	1,500.00	-	-	-	-	-	1,500.00	100.00
NGUYEN, T	4/26/24	CALAPRS Overview in Retirement Plan Administration	Online	Training	-	100.00	-	-	-	-	-	100.00	-
Sub Total					-	100.00	-	-	-	-	-	100.00	-
REYES	8/26/24	CalPERS Pathways for Women Conference 2024	Anaheim, CA	Conference	-	199.00	-	-	-	44.00	-	243.00	-
	9/13/24	CALAPRS Accountants Round Table	San Jose, CA	Training	-	300.00	22.47	511.95	325.67	54.69	-	1,214.78	-
	10/27-10/30/24	P2F2 Annual Conference 2024	Indianapolis, IN	Conference	-	800.00	-	545.96	-	-	-	1,345.96	-
	12/5/24	GFOA Annual Governmental GAAP Update	Online	Training	-	135.00	-	-	-	-	-	135.00	-
Sub Total					-	1,434.00	22.47	1,057.91	325.67	98.69	-	2,938.74	2,573.47
FINANCE Total					211.72	11,384.00	202.49	1,812.86	3,596.97	407.69	-	17,615.73	6,158.67
BRAYBOY	5/7-5/10/24	SACRS Spring 2024 Conference	Santa Barbara, CA	Conference	-	120.00	-	-	-	-	-	120.00	-
Sub Total					-	120.00	-	-	-	-	-	120.00	1,239.45
LOPEZ, V	5/7-5/10/24	SACRS Spring 2024 Conference	Santa Barbara, CA	Conference	157.45	120.00	-	-	1,126.77	-	-	1,404.22	-
Sub Total					157.45	120.00	-	-	1,126.77	-	-	1,404.22	-
MCINTOSH	5/7-5/10/24	SACRS Spring 2024 Conference	Santa Barbara, CA	Conference	132.66	-	-	-	1,126.77	90.00	-	1,349.43	-
	5/24/24	CALAPRS Attorneys Round Table	Online	Training	-	50.00	-	-	-	-	-	50.00	-
Sub Total					132.66	50.00	-	-	1,126.77	90.00	-	1,399.43	3,028.81
RODRIGUEZ					-	-	-	-	-	-	-	-	-
Sub Total					-	-	-	-	-	-	-	-	120.00
DISABILITY Total					290.11	290.00	-	-	2,253.54	90.00	-	2,923.65	4,388.26

11-18-2024 REGULAR BOARD MEETING - R-9 THIRD QUARTER 2024 TRAVEL AND TRAINING EXPENSE REPORT

TRAVEL AND TRAINING EXPENSE REPORT
THIRD QUARTER 2024
Submitted Through September 30, 2024**

Name	Trip OR Class Dates	Trip Name	Destination	Trip Type	Mileage	Reg. Fee	Meals	Airfare	Hotel	Trans.	Misc.	2024 YTD Total Expense	2023 Total*
ABRAHAMSON	4/15-4/18/24 4/26/24	Workhuman Live 2024 CALAPRS Overview in Retirement Plan Administration	Austin, TX Online	Training Training	-	1,346.25 100.00	150.19	344.96	1,019.70	98.97	-	2,960.07 100.00	
Sub Total						1,446.25	150.19	344.96	1,019.70	98.97	-	3,060.07	3,406.52
CONLEY		Pyror Learning Courses	Online	Training	-	1,044.00	-	-	-	-	-	1,044.00	
Sub Total						1,044.00	-	-	-	-	-	1,044.00	-
GUNSOLLEY	5/7-5/10/24	SACRS Spring 2024 Conference	Santa Barbara, CA	Conference	-	120.00	-	-	-	-	-	120.00	
Sub Total						120.00	-	-	-	-	-	120.00	2,411.72
HOCKLESS	5/7-5/10/24 6/23-6/26/24 9/24-9/26/24	SACRS Spring 2024 Conference SHRM Annual Conference & Expo 2024 NCPERS Public Pension HR Summit 2024	Santa Barbara, CA Chicago, IL Denver, CO	Conference Conference Training	176.21	- 2,095.00 750.00	- 172.34 12.50	- 672.96 737.95	737.94 1,310.20 1,142.46	- 220.28 182.96	-	914.15 4,470.78 2,825.87	
Sub Total					176.21	2,845.00	184.84	1,410.91	3,190.60	403.24	-	8,210.80	3,268.12
NGUYEN, J	3/21/24 4/26/24	The Essentials of HR Law CALAPRS Overview in Retirement Plan Administration	Online Online	Training Training	-	199.00 100.00	-	-	-	-	-	199.00 100.00	
Sub Total						299.00	-	-	-	-	-	299.00	749.00
WOZNIUK	3/21/24 4/2-4/3/24	The Essentials of HR Law Fundamentals of Project Management	Online Anaheim, CA	Training Training	-	199.00 599.00	-	-	-	-	-	199.00 599.00	
Sub Total						798.00	-	-	-	-	-	798.00	469.00
HUMAN RESOURCES Total					176.21	6,552.25	335.03	1,755.87	4,210.30	502.21	-	13,531.87	10,304.36
KELLY	8/26/24	CalPERS Pathways for Women Conference 2024	Anaheim, CA	Conference	10.00	249.00	-	-	-	44.00	-	303.00	
Sub Total					10.00	249.00	-	-	-	44.00	-	303.00	-
OPERATIONS SUPPORT SERVICES Total					10.00	249.00	-	-	-	44.00	-	303.00	-
ADVIENTO	1/30-2/2/24 3/11/24 4/17/24 4/18/24 7/15/24 10/21/24	CSMFO 2024 Annual Conference IIA 2024 General Audit Management Conference Ethics for California CPAs IIA 2024 Analytics, Automation & AI Conference IIA 2024 International Conference IIA 2024 Ignite: Emerging Leaders Conference	Anaheim, CA Online Online Online Online Online	Conference Conference Training Conference Conference Conference	-	885.00 1,575.00 54.50 599.00 1,495.00 1,395.00	-	-	-	25.00	-	910.00 1,575.00 54.50 599.00 1,495.00 1,395.00	
Sub Total						6,003.50	-	-	-	25.00	-	6,028.50	6,663.00
DAVEY	5/9-5/10/24 10/21/24	IIA Scanning the Future: AI Empowerment, Redefining Fraud IIA 2024 Ignite: Emerging Leaders Conference	Fountain Valley, CA Online	Training Conference	-	249.00 1,295.00	-	-	-	-	-	249.00 1,295.00	
Sub Total						1,544.00	-	-	-	-	-	1,544.00	2,654.00
HONG						-	-	-	-	-	-	-	1,454.00
Sub Total						-	-	-	-	-	-	-	1,454.00
INTERNAL AUDIT Total						7,547.50	-	-	-	25.00	-	7,572.50	10,771.00
EAKIN	6/3-6/5/24 10/21-10/24/24 10/28-10/30/24 Various	Gartner 2024 Security & Risk Management Summit Gartner IT Symposium/Xpo 2024 Future-Proofing Benefits: Vitech Client Summit 2024 CGCIO 2024-2025 PTI Program	National Harbor, MD Orlando, FL New York, NY Online	Training Training Training Training	-	- - 500.00 3,700.00	133.62 - - -	1,040.20 585.95 647.95 -	1,074.45 320.63 -	63.76 -	-	2,312.03 906.58 1,147.95 3,700.00	
Sub Total						4,200.00	133.62	2,274.10	1,395.08	63.76	-	8,066.56	2,967.21
GOSSARD	6/3-6/5/24	Gartner 2024 Security & Risk Management Summit	National Harbor, MD	Training	-	3,825.00	116.03	811.20	1,039.80	-	-	5,792.03	
Sub Total						3,825.00	116.03	811.20	1,039.80	-	-	5,792.03	5,566.21
SANCHEZ	6/3-6/5/24	Gartner 2024 Security & Risk Management Summit	National Harbor, MD	Training	20.82	3,825.00	74.68	786.96	1,195.74	184.20	-	6,087.40	
Sub Total					20.82	3,825.00	74.68	786.96	1,195.74	184.20	-	6,087.40	-
INFORMATION SECURITY Total					20.82	11,850.00	324.33	3,872.26	3,630.62	247.96	-	19,945.99	8,533.42
BARRIERE	1/17/24 4/22-4/24/24 6/8/24 6/27/24 7/17/24 10/11/24 12/10-12/12/24	ISSA-LA Rogue AI Injection into the Enterprise ISACA 2024 LA Spring Conference ISACA 2024 Annual General Meeting Orange County Cybersecurity Conference ISSA Welcome to the Internet CALAPRS Information Technology Round Table Gartner IT Infrastructure, Operations & Cloud Strategies 2024	Los Angeles, CA Universal City, CA City of Industry, CA Anaheim, CA Los Angeles, CA San Jose, CA Las Vegas, CA	Training Conference Training Conference Training Training Training	25.46	17.85 750.00 35.00 - 17.85 - -	- - - - - -	- - - - - 434.96 301.95	- - - - - - -	52.80 - - 18.00 - 62.50 -	-	17.85 828.26 35.00 18.00 17.85 497.46 301.95	
Sub Total					25.46	820.70	-	736.91	-	133.30	-	1,716.37	2,139.41
FELIX						-	-	-	-	-	-	-	1,662.74
Sub Total						-	-	-	-	-	-	-	1,662.74
LARA	4/21-4/24/24 10/11/24 12/10-12/12/24	2024 PRISM Conference CALAPRS IT Round Table Gartner 2024 NA IT Infrastructure, Operations & Cloud	Austin, TX San Jose, CA Las Vegas, CA	Conference Training Conference	-	1,599.00 300.00 3,825.00	- - -	457.96 415.96 323.96	1,340.16 -	- -	-	3,397.12 715.96 4,148.96	
Sub Total						5,724.00	-	1,197.88	1,340.16	-	-	8,262.04	7,924.11
NANDI						-	-	-	-	-	-	-	4,217.87
Sub Total						-	-	-	-	-	-	-	4,217.87
PAK	12/10-12/12/24	Gartner 2024 NA IT Infrastructure, Operations & Cloud	Las Vegas, CA	Training	-	-	-	231.96	-	-	-	231.96	
Sub Total						-	-	231.96	-	-	-	231.96	-
SADOSKI						-	-	-	-	-	-	-	179.00
Sub Total						-	-	-	-	-	-	-	179.00
ZAJZON	4/21-4/24/24 10/11/24	2024 PRISM Conference CALAPRS IT Round Table	Austin, TX San Jose, CA	Conference Training	-	1,599.00 -	- 17.39	192.01 477.95	1,384.98 -	128.04 41.61	-	3,304.03 536.95	
Sub Total						1,599.00	17.39	669.96	1,384.98	169.65	-	3,840.98	2,540.96
INFORMATION TECHNOLOGY Total					25.46	8,143.70	17.39	2,836.71	2,725.14	302.95	-	14,051.35	18,664.09
Total					5,744.43	127,788.26	7,372.55	62,304.66	106,494.94	16,875.86	199.52	326,780.22	224,818.16

Footnotes:
¹ Mr. Dewane and Mr. Hilton were unable to attend the SACRS conference, hotel expense reflects cancellation fee.
² Ms. Tagaloo was overcharged for her hotel due to a change in reservation for the SACRS conference. A refund has been requested.
* Prior year totals only presented for 2024 active staff & Board members. Totals include online training.
** Excludes non-training expenses such as misc. meals, mileage, strategic planning and tuition reimbursement.



Memorandum

DATE: November 18, 2024
TO: Members of the Board of Retirement
FROM: Tracy Bowman, Director of Finance
SUBJECT: **Public Pension Coordinating Council (PPCC) Standards Award for Funding and Administration 2024**

Written Report

Background/Discussion

The Public Pension Coordinating Council (PPCC) is a coalition of three associations that represent public pension funds who cover the vast majority of public employees in the United States. The associations are the National Association of State Retirement Administrators (NASRA), the National Conference of Public Employee Retirement Systems (NCPERS) and the National Council on Teacher Retirement (NCTR).

The Public Pension Standards are intended to reflect minimum expectations for public retirement system management and administration, as well as serve as a benchmark by which all defined benefit public plans should be measured. The Standards are separated into the Administrative Standards and Funding Standard. A retirement system may qualify and receive a Recognition Certificate for either the Administrative or Funding Standard. A system that qualifies for both certificates will be awarded the PPCC Standards Award.

To qualify for the Recognition Award for Administration, the retirement system is assessed on the following administrative standards:

- ∑ Comprehensive Benefit Program
- ∑ Audit
- ∑ Actuarial Valuation
- ∑ Investments
- ∑ Communications

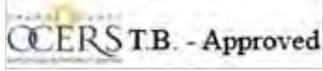
To qualify for the Recognition Award for Funding, the retirement system must meet the Funding Adequacy Standard by demonstrating that actual contribution rates are at a level equal or greater than 100% of the actuarially determined contribution (ADC).

PPCC has deemed OCERS to be proficient in both categories and has awarded OCERS with the Public Pension Standards Award for Funding and Administration in recognition of meeting professional standards for plan funding and administration as set forth in the Public Pension Standards as of December 31, 2023.

Attachment

Public Pension Standards Award for Funding and Administration 2024

Submitted by:



Tracy Bowman
Director of Finance



Public Pension Coordinating Council

***Public Pension Standards Award
For Funding and Administration
2024***

Presented to

Orange County Employees Retirement System

In recognition of meeting professional standards for
plan funding and administration as
set forth in the Public Pension Standards.

Presented by the Public Pension Coordinating Council, a confederation of

National Association of State Retirement Administrators (NASRA)
National Conference on Public Employee Retirement Systems (NCPERS)
National Council on Teacher Retirement (NCTR)

A handwritten signature in cursive script that reads "Alan H. Winkle".

Alan H. Winkle
Program Administrator



Memorandum

DATE: November 18, 2024
TO: Members of the Board of Retirement
FROM: Steve Delaney, Chief Executive Officer
SUBJECT: REPORT OF ATTENDANCE AT CONFERENCE- INVESTMENTS DIVISION

Written Report

Background/Discussion

To the members of the OCERS Board of Retirement,

Enclosed are a number of conference attendance reports from the OCERS Investment team.

OCERS Travel Policy, Section 22 states:

Board Members and staff who travel to conferences or seminars that are not automatically authorized in paragraphs 10, 11, 12 or 14 shall file with the Chief Executive Officer a report that briefly summarizes the information and knowledge gained that may be relevant to other Board Members or staff, provides an evaluation of the conference or seminar, and provides a recommendation concerning future participation. Reports by a Board Member or staff will be made on the Conference/Seminar Report form shown in the appendix. A copy of the report will be included in the materials for the next meeting of the Board.

My apologies that some of these are from earlier in the year. A misunderstanding on my part that Section 22 only applied to Trustees, and was designed to assist the Board in determining if a given conference was of such value to other Trustees that it might be moved to the "pre-approved" section of the Travel Policy. The policy as noted above clearly states that staff attendance at conferences not pre-approved will also be reported to the Board.

Submitted by:



SD - Approved

Steve Delaney
Chief Executive Officer



Report of Attendance at Conference or Seminar

Name of Member Attending: Grace Chen, Josephine Junyun He, Blessie Hwang, Tarek Turaigi

Name of Conference/Seminar: Tide Spark 2024

Location of Conference/Seminar: Dana Point, CA

Conference/Seminar Sponsor: Tide

Dates of Attendance: 7/10/2024 – 7/11/2024

Total Cost of Attendance: \$ 182.48

Brief Summary of Information and Knowledge Gained:

The Tide Spark Conference brought together industry leaders and senior executives, focusing on advancing connections and promoting diversity within the investment sector. The event facilitated discussions on critical topics, including technology and innovation in the investment industry, direct lending, liquid alternatives, governance, and private equity. The conference provided an opportunity to connect with global asset owners and investment experts, gain access to innovative insights, and engage in strategic discussions.

Evaluation of the Conference or Seminar:

The conference offered valuable insights into a wide range of topics central to the investment management industry. It provided key takeaways tailored for allocators and created a collaborative environment where participants could network and exchange ideas with peers and industry professionals.

Recommendation Concerning Future Attendance:

Highly recommend for internal investment staff, given the valuable networking and learning opportunities the conference provides.

Signature

Return to: Executive Assistant

Copies to: Board Members
Chief Executive Officer
Assistant Chief Executive Officers



Report of Attendance at Conference or Seminar

Name of Member Attending: Josephine He, Blessie Hwang

Name of Conference/Seminar: AAAIM Elevate 2024

Location of Conference/Seminar: Los Angeles, CA

Conference/Seminar Sponsor: AAAIM

Dates of Attendance: 10/8-10

Total Cost of Attendance: \$160.86

Brief Summary of Information and Knowledge Gained:

AAAIM Elevate 2024 was focused on content around generating alpha and driving impact. The conference featured a wide range of fireside chats, perspectives, presentations, and keynote speakers. Participants broadened their knowledge on key issues around important topics including private equity, private credit, artificial intelligence, consulting, leadership, venture capital, fundraising, and wealth channels. The conference was particularly useful in obtaining a better understanding of the private markets and current market dynamics.

Evaluation of the Conference or Seminar:

The AAAIM conference was insightful on numerous topics centered around the investment management industry, as well as with adjacent verticals. The conference delivered useful highlights for allocators and enabled participants to network and share ideas with other professionals in the investment management space.

Recommendation Concerning Future Attendance:

Highly recommend for internal investment staff based on the networking and learning opportunities.

Signature

Return to: Executive Assistant

Copies to: Board Members
Chief Executive Officer
Assistant Chief Executive Officers

Travel Policy
Adopted Date December 16, 2002
Last Revised November 14, 2022



OCERS Board Policy Travel Policy

Report of Attendance at Conference or Seminar

Name of Member Attending: Mitchell Peterson and Grace Chen

Name of Conference/Seminar: 26th Real Estate Private Equity Summit: West

Location of Conference/Seminar: Los Angeles, California

Conference/Seminar Sponsor: iGlobal Forum

Dates of Attendance: September 25, 2024

Total Cost of Attendance: \$128.85

Brief Summary of Information and Knowledge Gained:

Gained insight into how investors are evaluating the current real estate market while discussing where some of the more compelling opportunities and challenges lie. Topics included: investment strategies and assets suited for the current market conditions, structural drivers shaping the Commercial Real Estate landscape in California, and strategies for managing distressed assets.

Evaluation of the Conference or Seminar:

The conference was headlined by two large sponsors and one large LP. A combination of fireside chats, panel discussions, and breakout sessions were used to effectively communicate the content. The conference reserved multiple opportunities for networking across the diverse group of attendees: Real Estate Private Equity Firms, Private Debt Firms, Developers, and a handful of allocators.

Recommendation Concerning Future Attendance:

This conference would be good for local investors looking to learn more about the California specific issues and opportunities surrounding the Commercial Real Estate industry, while getting some exposure to broader macro trends.

Signature

Return to: Executive Assistant

Copies to: Board Members
Chief Executive Officer
Assistant Chief Executive Officers



Report of Attendance at Conference or Seminar

Name of Member Attending: Molly Murphy, David Beeson, and Stina Walander-Sarkin

Name of Conference/Seminar: Milken Institute Global Conference 2024

Location of Conference/Seminar: Los Angeles, CA

Conference/Seminar Sponsor: Milken Institute

Dates of Attendance: May 5-8, 2024

Total Cost of Attendance: \$4,425.36

Brief Summary of Information and Knowledge Gained:

The Milken Institute Global Conference featured a variety of discussions on pressing global issues, including economic recovery, public health, technology innovation, and sustainability. The conference attracts leaders from various sectors, including business, government, academia, and philanthropy, fostering a rich exchange of ideas and collaboration, where attendees have the chance to connect with a wide range of professionals, potentially leading to partnerships and collaborations that can drive change. The conference was particularly useful in insights into topics that are not normally part of investment conference such as advancements in healthcare, technology, and global policy and governance.

Evaluation of the Conference or Seminar:

Content rich conference for senior investment professionals. Very valuable in terms of gaining knowledge from world leading professionals driving change and insights into what will potentially be future investment opportunities, as well as networking.

Recommendation Concerning Future Attendance:

Highly recommend for senior internal investment staff based on the networking and learning opportunities.

Signature

Return to: Executive Assistant

Copies to: Board Members
Chief Executive Officer
Assistant Chief Executive Officers

November 18, 2024 Regular Board Meeting

CLOSED SESSION ITEMS

E-1 PUBLIC EMPLOYEE PERFORMANCE EVALUATION PURSUANT TO GOVERNMENT CODE SECTION 54957

Adjourn to closed session pursuant to Government Code Section 54957

Position to be evaluated: Chief Executive Officer

Recommendation: Take appropriate action.

November 18, 2024 Regular Board Meeting

CLOSED SESSION ITEMS

E-2 CONFERENCE WITH LABOR NEGOTIATOR PURSUANT TO GOVERNMENT CODE SECTION 54957.6

OCERS designated representative: Trustee Roger Hilton

Unrepresented employee: OCERS Chief Executive Officer

Recommendation: Take appropriate action.

November 18, 2024 Regular Board Meeting

CLOSED SESSION ITEMS

E-3 CONFERENCE WITH LEGAL COUNSEL REGARDING EXISTING LITIGATION (GOVERNMENT CODE SECTION 54956.9(d)(4))

LACERA v. County of Los Angeles - Supreme Court of California

Recommendation: Take appropriate action.