

**ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM**

**Executive Compensation Paid in Calendar Year 2024<sup>1</sup>**

Executive Name	Title	Salary <sup>2</sup>	Investment Incentive Pay <sup>3</sup>	Other Taxable Pay <sup>4</sup>	Total Salary Paid	Employer Contribution to Pension Plan <sup>5</sup>	Medical & Dental Insurance	Deferred Compensation	Retiree Health Care Contribution	Other <sup>6</sup>	Total Cost of Benefits	Total Compensation Costs Paid by OCERS
DELANEY, STEVE J	CHIEF EXECUTIVE OFFICER	\$ 374,039		\$ 30,649	\$ 404,688	\$ 137,741	\$ 11,720	\$ 29,225	\$ 9,939	\$ 13,620	\$ 202,245	\$ 606,933
MURPHY, MOLLY A	CHIEF INVESTMENT OFFICER	526,987	224,692	\$ 40,895	792,574	61,826	11,017	30,933	13,183	20,724	137,683	930,257
RATTO, GINA M	GENERAL COUNSEL (1.5 months)	25,631		8,095	33,726	9,109	463	1,025	966	5,306	16,869	50,595
SERPA, MANUEL D	GENERAL COUNSEL	281,246			281,246	62,199	18,780	19,710	7,636	10,786	119,110	400,356
SHOTT, BRENDA M	ASSISTANT CEO OF FINANCE AND INTERNAL OPERATIONS	322,284		24,940	347,223	126,957	25,219	21,091	8,681	12,247	194,195	541,419
JENIKE, SUZANNE P	ASSISTANT CEO OF EXTERNAL OPERATIONS	306,833		24,940	331,773	120,339	14,769	21,091	8,311	11,980	176,490	508,263
KIM, DAVID C	ASSISTANT CEO OF EXTERNAL OPERATIONS (4 months)	86,023		6,370	92,393	7,155	6,435	5,696	1,352	2,726	23,364	115,757

**Management Compensation Paid in Calendar Year 2024<sup>1</sup>**

Title	Salary <sup>2</sup>	Investment Incentive Pay <sup>3</sup>	Other Taxable Pay <sup>4</sup>	Total Salary Paid	Employer Contribution to Pension Plan <sup>5</sup>	Medical & Dental Insurance	Deferred Compensation	Retiree Health Care Contribution	Other <sup>6</sup>	Total Cost of Benefits	Total Compensation Costs Paid by OCERS
CHIEF COMPLIANCE OFFICER	\$ 167,000			\$ 167,000	\$ 57,692	\$ 20,757		\$ 5,315	\$ 7,327	\$ 91,091	\$ 258,091
CONTRACTS, RISK & PERFORMANCE ADMINISTRATOR	166,255			166,255	57,437	15,830		5,293	7,383	85,944	252,198
DIRECTOR OF COMMUNICATIONS	155,248			155,248	53,634	17,433		5,047	7,117	83,231	238,479
DIRECTOR OF DISABILITY	219,762			219,762	62,552	11,720		6,490	8,487	89,248	309,011
DIRECTOR OF ENTERPRISE PROJECT MGMT. OFFICE	203,428			203,428	62,652	24,685		6,124	8,071	101,533	304,961
DIRECTOR OF FINANCE	238,666		13,246	251,912	95,044	25,212		6,895	9,145	136,296	388,208
DIRECTOR OF HUMAN RESOURCES	232,384		13,753	246,137	92,543	12,401		6,753	9,023	120,720	366,857
DIRECTOR OF INFORMATION SECURITY	225,781		8,253	234,034	62,515	24,211		6,624	8,673	102,024	336,058
DIRECTOR OF INFORMATION TECHNOLOGY	214,597		12,413	227,011	85,772	8,991		6,374	8,676	109,814	336,824
DIRECTOR OF INTERNAL AUDIT (8 months)	161,386		12,796	174,182	55,314	14,267		5,582	6,455	81,618	255,800
DIRECTOR OF INTERNAL AUDIT (2 months)	26,984			26,984	9,487	856		516	790	11,650	38,633
DIRECTOR OF INVESTMENTS	278,293	54,534	21,464	354,290	132,782	17,874	22,293	9,598	12,370	194,917	549,207
DIRECTOR OF INVESTMENTS	230,944	45,043	13,359	289,346	110,107	20,650		8,226	9,895	148,878	438,225
DIRECTOR OF MEMBER SERVICES	177,954		10,294	188,247	71,126	472		5,555	7,805	84,958	273,205
DIRECTOR OF MEMBER SERVICES	200,831		7,745	208,575	62,668	20,702		6,066	8,145	97,581	306,157
FINANCE MANAGER	177,919			177,919	61,479	12,405		5,529	7,593	87,006	264,926
FINANCE MANAGER	175,121		10,139	185,260	70,357	9,876		5,510	7,787	93,530	278,790
INFORMATION TECHNOLOGY MANAGER	182,025			182,025	62,889	12,401		5,638	7,680	88,608	270,634
INFORMATION TECHNOLOGY MANAGER	198,100		10,488	208,587	62,724	18,780		5,925	8,129	95,558	304,145
INFORMATION TECHNOLOGY MANAGER	161,661			161,661	64,614	25,212		5,191	7,210	102,226	263,887
INTERNAL AUDITOR	106,668		6,225	112,893	42,308	12,401		3,943	6,169	64,820	177,714
INTERNAL AUDITOR (8 months)	70,807			70,807	24,468	201		2,602	5,177	32,448	103,255
INVESTMENT ANALYST	94,845			94,845	32,773	86		3,684	5,754	42,297	137,141
INVESTMENT ANALYST	128,185	11,905		140,090	44,285	8,991		4,442	6,658	64,376	204,466
INVESTMENT ANALYST	86,539			86,539	29,914	11,046		3,417	5,291	49,668	136,206
INVESTMENT ANALYST (1 Month)	14,375			14,375	4,890	1,721		654	3,865	11,131	25,506
INVESTMENT ANALYST	96,361	3,600		99,961	33,290	8,997		3,731	5,868	51,886	151,847
INVESTMENT OFFICER (6 months)	77,908		4,236	82,144	27,392	5,302		1,558	3,120	37,372	119,516
INVESTMENT OFFICER (9 months)	120,199	6,795	23,822	150,816	41,242	7,193		4,801	6,599	59,835	210,651
INVESTMENT OFFICER	168,800			168,800	58,314	20,700		5,355	7,399	91,768	260,568
INVESTMENT OFFICER (6 months)	90,081		10,000	100,081	31,672	182		1,637	3,457	36,948	137,029
INVESTMENT OFFICER	170,233	14,247		184,480	58,812	11,789		5,382	7,695	83,678	268,158
IT AUTOMATION DEVELOPER (9 months)	103,524		5,257	108,781	36,006	5,398		3,099	4,394	48,897	157,678
IT SUPERVISOR (7.5 months)	91,112			91,112	31,409	14,426		2,229	3,665	51,728	142,841
MANAGER OF LEARNING & ORGANIZATIONAL DEVELOPMENT	128,689			128,689	44,459	472		4,454	6,502	55,886	184,575
MEMBER SERVICES MANAGER	125,924		7,313	133,237	50,113	20,650		4,380	6,572	81,714	214,951
MEMBER SERVICES MANAGER (2.5 months)	20,982			20,982	7,377	4,004		517	1,073	12,972	33,954
MEMBER SERVICES MANAGER	125,380			125,380	43,316	25,212		4,380	6,396	79,303	204,683
MEMBER SERVICES MANAGER (10 months)	109,119		6,197	115,316	43,539	18,242		4,008	6,088	71,877	187,193
MEMBER SERVICES MANAGER (1.5 months)	9,022			9,022	3,653	1,148		213	237	5,251	14,272
SENIOR INTERNAL AUDITOR	181,555		9,775	191,330	72,584	20,702		5,591	7,810	106,688	298,018
SR. INVESTMENT ANALYST (11 Months)	125,051	12,713		137,764	43,286	13,048		4,023	3,172	63,528	201,293
SR. INVESTMENT OFFICER	214,330	34,835	11,752	260,917	62,585	11,017		6,368	9,179	89,148	350,065
SR. MANAGER OPERATIONS SUPPORT SERVICES	167,025			167,025	57,703	20,724		5,311	7,330	91,067	258,092
STAFF ANALYST	93,970			93,970	32,478	9,260		3,650	5,751	51,140	145,109
STAFF ANALYST	117,635		6,578	124,212	47,017	20,854		4,206	6,384	78,462	202,675
STAFF ANALYST	128,388		10,763	139,151	44,048	20,568		4,427	6,645	75,688	214,839
STAFF ANALYST	101,714			101,714	35,140	8,533		3,850	5,913	53,436	155,150

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STAFF ANALYST	88,000			88,000	30,401	8,996		3,546	5,619	48,562	136,562
STAFF ANALYST	91,839		5,312	97,152	31,728	24,685		3,630	5,758	65,801	162,953
STAFF ANALYST	121,736		7,042	128,777	42,057	9,260		4,298	6,470	62,085	190,863
STAFF ATTORNEY	139,188		4,026	143,213	48,086	9,265		4,688	6,821	68,860	212,073
STAFF ATTORNEY	209,692			209,692	62,612	12,409		6,266	8,272	89,560	299,251
STAFF ATTORNEY	192,721			192,721	62,717	523		5,885	7,896	77,022	269,743
	\$ 9,628,975.90	\$ 408,364.00	\$ 388,134.25	\$ 10,425,474.15	\$ 3,280,389.05	\$ 771,143.77	\$ 151,063.51	\$ 298,548.17	\$ 430,149.88	\$ 4,931,294.38	\$ 15,356,768.53

Footnotes:

<sup>1</sup> 2024 included payments for 26 bi-weekly pay periods. PP01 2024 - PP26 2024

<sup>2</sup> Base pay plus certification pay where applicable.

<sup>3</sup> Investment incentive bonus.

<sup>4</sup> "Other taxable pay" includes accrued time payouts and one-time lump-sum payments.

<sup>5</sup> Employer portion of pension contribution includes both the "Normal Cost" and the current year's portion of the amortized unfunded actuarial accrued liability (UAAL).

<sup>6</sup> "Other" includes Life Insurance, AD&D, Disability Insurance, Medicare, Optional Benefit Plan, Unemployment, and Worker's Compensation Insurance.