

**ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM**

**Executive and Management Compensation Paid in Calendar Year 2025<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
ASSISTANT CEO OF EXTERNAL OPERATIONS	\$ 294,592		\$ 23,099	\$ 317,691	\$ 65,367	\$ 21,657	\$ 19,119	\$ 4,424	\$ 11,405	\$ 121,973	\$ 439,663
ASSISTANT CEO OF FINANCE AND INTERNAL OPERATIONS	330,114		25,912	356,026	134,563	25,578	21,917	4,765	12,419	199,241	555,267
CHIEF COMPLIANCE OFFICER (2.5 months)	40,146		1,269	41,415	14,115	5,690		832	4,314	24,951	66,366
CHIEF EXECUTIVE OFFICER	398,978		32,687	431,666	142,515	12,734	31,947	5,421	14,169	206,786	638,452
CHIEF INFORMATION SECURITY OFFICER	244,567		8,802	253,369	65,307	19,093		3,946	9,068	97,414	350,783
CHIEF INVESTMENT OFFICER	547,675	221,037	42,490	811,202	65,431	12,041	36,361	6,840	21,115	141,788	952,990
CHIEF TECHNOLOGY OFFICER (6.5 months)	167,308			167,308	68,686	12,348	11,711	2,482	3,446	98,674	265,982
COMPLIANCE OFFICER (3.5 months)	29,063			29,063	10,154	178		640	697	11,669	40,732
CONTRACTS, RISK & PERFORMANCE ADMINISTRATOR	175,354		3,379	178,733	61,476	16,922		3,288	7,636	89,322	268,055
DIRECTOR OF COMMUNICATIONS	165,611		6,385	171,996	58,060	20,322		3,195	7,479	89,056	261,052
DIRECTOR OF DISABILITY	234,092			234,092	65,299	12,734		3,849	8,771	90,652	324,744
DIRECTOR OF ENTERPRISE PROJECT MGMT. OFFICE	217,007			217,007	65,278	26,640		3,686	8,337	103,940	320,948
DIRECTOR OF FINANCE	248,995		13,763	262,758	100,761	12,627		3,974	9,413	126,775	389,532
DIRECTOR OF FINANCE (2.5 months)	33,417			33,417	13,785	1,625		554	787	16,751	50,167
DIRECTOR OF HUMAN RESOURCES	248,760		15,229	263,989	100,666	12,728		3,971	9,385	126,751	390,740
DIRECTOR OF INFORMATION TECHNOLOGY	228,922			228,922	93,315	9,589		3,799	8,754	115,458	344,380
DIRECTOR OF INTERNAL AUDIT	208,653			208,653	65,264	12,111		3,604	8,214	89,193	297,846
DIRECTOR OF INVESTMENTS	291,015	54,278	11,211	356,504	140,603	19,365	23,300	4,934	12,430	200,632	557,136
DIRECTOR OF INVESTMENTS	246,360	45,043		291,403	118,662	21,551		4,416	9,970	154,599	446,002
DIRECTOR OF MEMBER SERVICES	214,236		15,074	229,310	65,275	21,657		3,659	8,539	99,130	328,441
DIRECTOR OF MEMBER SERVICES (7 months)	113,047		8,611	121,658	46,345	11,786		1,911	2,707	62,749	184,406
DIRECTOR OF MEMBER SERVICES (9 months)	135,204		25,376	160,580	54,955	594		2,491	6,912	64,952	225,532
FACILITY'S MANAGER	173,077			173,077	60,679	20,291		3,267	7,420	91,657	264,734
FINANCE MANAGER	197,115			197,115	65,255	12,728		3,496	7,985	89,464	286,579
FINANCE MANAGER (1.5 months)	13,500			13,500	4,717			248	244	5,208	18,708
FINANCE MANAGER (7 months)	85,677			85,677	29,963	10,053		1,662	3,420	45,098	130,775
FINANCE MANAGER (9.5 months)	159,314		10,897	170,211	65,161	8,830		2,906	7,408	84,305	254,515
GENERAL COUNSEL	304,849			304,849	65,382	19,128	21,361	4,523	11,274	121,669	426,518
INFORMATION TECHNOLOGY MANAGER	194,933		7,124	202,056	65,150	12,728		3,475	8,051	89,404	291,461
INFORMATION TECHNOLOGY MANAGER	213,901		11,714	225,615	65,275	16,871		3,656	8,538	94,340	319,956
INFORMATION TECHNOLOGY MANAGER	172,452			172,452	70,297	25,578		3,261	7,429	106,564	279,016
INFORMATION TECHNOLOGY MANAGER	168,373		160	168,533	58,132	25,578		3,197	7,272	94,179	262,712
INTERNAL AUDITOR	112,917		6,639	119,556	46,029	12,728		2,693	6,309	67,759	187,315
INTERNAL AUDITOR (8.5 months)	92,949			92,949	32,617	594		2,138	5,649	40,998	133,947
INVESTMENT ANALYST	112,112	5,700		117,812	39,298	89		2,682	6,214	48,283	166,095
INVESTMENT ANALYST	100,947	5,400		106,347	35,384	12,045		2,576	5,996	56,001	162,348
INVESTMENT ANALYST	101,844	9,397		111,241	35,706	10,462		2,588	6,153	54,908	166,149
INVESTMENT ANALYST	99,839			99,839	34,990	10,732		2,501	5,564	53,787	153,626
INVESTMENT ANALYST (1 month)	20,759			20,759	7,299	1,490		454	3,979	13,222	33,981
INVESTMENT ANALYST (3.5 months)	24,231			24,231	8,466	1,979		596	1,061	12,103	36,334
INVESTMENT OFFICER	183,246		4,236	187,482	64,238	12,743		3,400	7,742	88,122	275,604
INVESTMENT OFFICER	183,246	14,400	9,845	207,490	64,238	21,551		3,362	8,033	97,184	304,674
INVESTMENT OFFICER	207,655			207,655	65,267	787		3,596	8,173	77,824	285,479
INVESTMENT OFFICER	185,058	23,099		208,157	64,874	23,935		3,379	8,123	100,311	308,468
IT AUTOMATION DEVELOPER	159,097		5,257	164,354	55,777	9,820		3,186	7,270	76,053	240,407
MANAGER OF LEARNING & ORGANIZATIONAL DEVELOPMENT	137,279			137,279	48,127	3,199		2,925	6,691	60,943	198,222
MEMBER SERVICES MANAGER	133,749		7,284	141,033	54,520	21,551		2,892	6,732	85,695	226,728
MEMBER SERVICES MANAGER	113,114		3,347	116,461	39,678	21,657		2,693	6,235	70,264	186,725
MEMBER SERVICES MANAGER	137,073			137,073	48,055	25,578		2,923	6,637	83,194	220,267
MEMBER SERVICES MANAGER	119,084		4,060	123,144	47,806	15,532		2,735	6,350	72,423	195,567
SENIOR INTERNAL AUDITOR (4.5 months)	50,435			50,435	17,622	3,376		958	1,867	23,823	74,258
SENIOR INTERNAL AUDITOR (5 months)	89,608		2,673	92,281	36,282	9,871		1,634	5,576	53,363	145,645
SENIOR INVESTMENT ANALYST	150,402	15,371		165,773	52,728	15,532		3,050	7,492	78,803	244,576
SENIOR INVESTMENT ANALYST (11 months)	125,551	11,849	8,114	145,514	43,993	8,099		2,557	3,210	57,859	203,373
SENIOR INVESTMENT OFFICER	228,637	34,670	12,533	275,840	65,292	12,041		3,797	9,481	90,610	366,450
SR MGR OF CONTRACTS & OPER. SUPPORT SERVICES (1 month)	4,792			4,792	1,674			106	86	1,866	6,659
STAFF ANALYST	105,500			105,500	36,986	9,820		2,622	5,998	55,426	160,927

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
STAFF ANALYST	128,606		7,940	136,546	52,424	21,657		2,843	6,636	83,559	220,106
STAFF ANALYST	136,011		8,201	144,212	47,683	21,551		2,913	6,754	78,901	223,113
STAFF ANALYST	111,014			111,014	38,916	9,110		2,673	6,112	56,812	167,826
STAFF ANALYST	93,681		5,415	99,096	32,824	9,589		2,509	5,836	50,758	149,854
STAFF ANALYST	97,970			97,970	34,347	24,922		2,550	5,752	67,570	165,540
STAFF ANALYST	129,862		3,755	133,617	45,527	9,820		2,855	6,573	64,774	198,391
STAFF ANALYST (1.5 months)	7,494		2,342	9,836	2,588	514		194	187	3,482	13,318
STAFF ANALYST (8 months)	66,379		2,049	68,428	26,835	17,292		1,607	3,309	49,043	117,471
STAFF ATTORNEY	148,479			148,479	52,054	9,319		3,032	6,933	71,337	219,816
STAFF ATTORNEY	217,957			217,957	65,280	678		3,695	8,415	78,068	296,025
STAFF ATTORNEY	205,586			205,586	65,265	772		3,577	8,158	77,772	283,358

Footnotes:

<sup>1</sup> 2025 included payments for 26 bi-weekly pay periods. PP01 2025 - PP26 2025

<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.