

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

**PERSONNEL COMMITTEE MEETING
Tuesday, February 17, 2026
9:30 A.M.**

MINUTES

OPEN SESSION

Chair Hilton called the meeting to order at 9:33 A.M.

Recording Secretary administered the Roll Call attendance.

Attendance was as follows:

Present: Roger Hilton, Chair; Shawn Dewane, Vice Chair; Iriss Barriga, Board Member; Charles Packard, Board Member

Also Present: Steve Delaney, CEO; Brenda Shott, Assistant CEO of Finance and Internal Operations; David Kim, Assistant CEO of External Operations; Manuel Serpa, General Counsel; Darren Dang, Chief Technology Officer; Cynthia Hockless, Director of Human Resources; Mark Adviento, Director of Member Services; Melissa Wozniuk, HR Analyst; John T. Nguyen, HR Analyst; Anthony Beltran, Audio Visual Technician; Amanda Evenson, Recording Secretary; Nicole Cove (Zoom), County of Orange; Julie Lam (Zoom), County of Orange

CONSENT AGENDA

C-1 PERSONNEL COMMITTEE MEETING MINUTES

Personnel Committee Meeting Minutes

December 3, 2025

Recommendation: Approve minutes.

A **motion** was made by Mr. Packard, **seconded** by Mr. Hilton, to approve staff's recommendation to approve the minutes.

The motion passed **unanimously**.

ACTION ITEMS

A-1 INDIVIDUAL ACTION ON ANY ITEM TRAILED FROM THE CONSENT AGENDA

No items were trailed from the Consent Agenda.

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A-2 TRIENNIAL REVIEW OF THE PERSONNEL COMMITTEE CHARTER

Presentation by Cynthia Hockless, Director of Human Resources, OCERS

Recommendation: Approve and recommend that the Board approve the revisions to the Personnel Committee Charter.

A **motion** was made by Mr. Packard, **seconded** by Ms. Barriga, to approve and recommend that the Board approve the revisions to the Personnel Committee Charter.

The motion passed **unanimously**.

INFORMATION ITEMS

I-1 UPDATE ON THE CURRENT STAFFING PLAN

Presentation by Cynthia Hockless, Director of Human Resources, OCERS

Ms. Hockless presented the 2025 and 2026 recruitment and workforce summaries with a breakdown of the budgeted positions and the total employees on payroll. Mr. Packard recommended incorporating a metric for the average length of employment to demonstrate the strength of the agency's culture and compensation. He further advised conducting a thorough comparison of the advantages associated with the County's PEPRA retirement benefit versus that of Social Security.

I-2 UPDATE ON THE COUNTY'S CLASSIFICATION MAINTENANCE STUDY

Presentation by Cynthia Hockless, Director of Human Resources, OCERS, and Nicole Cove, Classification and Compensation Manager, County of Orange

Ms. Cove, Classification and Compensation Manager for the County of Orange, presented an overview of the County's classification maintenance study, noting that they are currently at the market study phase of the process. Mr. Hilton proposed that all classifications be effective on the same schedule to ensure equity and consistency across County employees. Ms. Hockless and Ms. Cove stated that the County has certain rules and processes that apply to adjustments such as these, but they would work together to see if that could be an option without causing undue delay in adjustments for those in the first phase.

I-3 UPDATE ON OUTREACH REGARDING EMPLOYER DATA

Presentation by Mark Adviento, Director of Member Services, and David Kim, Assistant CEO of External Operations, OCERS

Mr. Packard asked for clarification on the timeline for the employer data outreach initiative. Mr. Kim provided an overview of the outreach, highlighting the creation of the Employer Handbook to ensure accurate transmittal of data and the ongoing revisions to the Employer Data Policy. Progress has been made with Employers to begin transmitting Holiday payroll information. Additionally, the OCERS team has modified internal processes to simplify the processing of paid time off data for the final average salary calculations. Mr. Serpa added that the Employer Data Policy will be brought to the Governance Committee for review, with the policy providing specific structures and outlining overall authority. Mr. Dang commented on the complexity of the implementation with various employers and their ability to provide all the necessary data.

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I-4 PERSONNEL COMMITTEE WORK PLAN AND MEETING SCHEDULE FOR 2026
Presentation by Cynthia Hockless, Director of Human Resources, OCERS

The Board recessed for break at 10:25 A.M.

The Board reconvened from break at 10:35 A.M.

The Committee adjourned to Closed Session at 10:35 A.M.

CLOSED SESSION

E-1 PUBLIC EMPLOYEE PERFORMANCE/EVALUATION (Government Code Section § 54957(b))
Title: Assistant Chief Executive Officer, External Operations

Recommendation: Take appropriate action.

The Committee returned from Closed Session at 11:15 A.M.

REPORT OF ACTIONS TAKEN IN CLOSED SESSION – Chair Hilton noted there was no reportable action for item E-1.

COMMITTEE MEMBER/CHIEF EXECUTIVE OFFICER/COUNSEL/STAFF COMMENTS

Ms. Barriga thanked everyone for her first Personnel Committee meeting.

ADJOURNMENT

Chair Hilton **ADJOURNED** the meeting at 11:16 A.M.

Submitted by:

Submitted by:

Approved by:

DocuSigned by:

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Cynthia Hockless
Liaison

DocuSigned by:

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Steve Delaney
Secretary to the Board

Signed by:

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Roger Hilton
Chair