

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

**PERSONNEL COMMITTEE MEETING
Thursday, March 5, 2026
9:30 A.M.**

MINUTES

OPEN SESSION

Chair Hilton called the meeting to order at 9:32 A.M.

Recording Secretary administered the Roll Call attendance.

Attendance was as follows:

Present: Roger Hilton, Chair; Iriss Barriga, Board Member; Charles Packard (Zoom), 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; Jennifer Reyes, Director of Finance; Mark Adviento, Director of Member Services; Anthony Beltran, Audio Visual Technician; Amanda Evenson, Recording Secretary

CONSENT AGENDA

C-1 PERSONNEL COMMITTEE MEETING MINUTES

Personnel Committee Meeting Minutes

February 17, 2026

Recommendation: Approve minutes.

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

The motion passed subject to the following vote:

<u>AYES</u>	<u>NAYS</u>	<u>ABSTAIN</u>	<u>ABSENT</u>
Ms. Barriga			Mr. Dewane
Mr. Packard			
Mr. Hilton			

The motion passed **unanimously**.

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ACTION ITEMS

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

No items were trailed from the Consent Agenda.

A-2 2026 CAREER LADDER – DEPUTY CHIEF EXECUTIVE OFFICER

Presentation by Steve Delaney, Chief Executive Officer, OCERS

Recommendation: Approve the creation of a career ladder for a Deputy Chief Executive Officer.

CEO Delaney discussed the possibility of creating a Deputy CEO career ladder position that would provide an advancement from either of the two current Assistant CEO positions. He was not asking for a third body, only a third position. Of those three positions, only two would be funded, the Deputy CEO position and whichever of the two Assistant CEO positions that was still filled.

Mr. Delaney related that several public pension systems have recently advanced their Deputy CEOs directly into the CEO position when it opened, rather than go through the time and expense of a national search. Mr. Kim’s recent departure provides an opportunity to create a Deputy CEO position at OCERS, and move our only current Assistant CEO, Ms. Shott, directly into the Deputy position, providing the Board with the opportunity to observe her in action until Mr. Delaney’s future retirement. At that time they would then have the option of advancing the Deputy CEO immediately or undertaking a national search.

The Committee discussed concerns regarding potential workload impacts on Ms. Shott, particularly during the ongoing new building project. Members emphasized the importance of avoiding overburdening key executives during a critical operational period.

Mr. Packard suggested that staff present workload mitigation strategies and timing options for implementation. Mr. Hilton and Ms. Barriga recommended bringing forth compensation comparisons and recommended salary ranges and maintaining a clear salary differential between the CEO and Deputy CEO.

After discussion, the Committee directed staff to return with the requested information at a subsequent Personnel Committee meeting prior to consideration by the full Board, tentatively targeted for April.

COMMITTEE MEMBER/CHIEF EXECUTIVE OFFICER/COUNSEL/STAFF COMMENTS

None.

ADJOURNMENT


Chair Hilton **ADJOURNED** the meeting at 10:09 A.M.

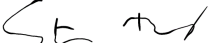
Submitted by:

Submitted by:

Approved by:

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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