

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

**PERSONNEL COMMITTEE MEETING
Wednesday, May 6, 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, Deputy CEO; 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; Anthony Beltran, Audio Visual Technician; Amanda Evenson, Recording Secretary; Nicole Cove, County of Orange

CONSENT AGENDA

C-1 PERSONNEL COMMITTEE MEETING MINUTES

Personnel Committee Meeting Minutes

April 9, 2026

Recommendation: Approve minutes.

A **motion** was made by Mr. Dewane, **seconded** by Ms. Barriga, 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.

A-2 TRIENNIAL REVIEW OF THE CEO PERFORMANCE EVALUATION POLICY
Presentation by Cynthia Hockless, Director of Human Resources, OCERS

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Recommendation: Adopt and recommend the Board adopt the revisions to the CEO Performance Evaluation Policy.

Ms. Hockless presented the triennial review of the CEO Performance Evaluation Policy and identified one administrative update reflecting a title change to the Strategic and Business Plan.

Chair Hilton suggested revising the opening sentence of the policy to replace the term “supervises” with “oversees” to more accurately reflect the Board’s role. Staff agreed to incorporate this change.

Following discussion, a **motion** was made by Ms. Barriga, **seconded** by Mr. Dewane, to approve staff’s recommendation to approve and recommend that the Board of Retirement adopt the revisions to the CEO Performance Evaluation Policy as discussed.

The motion passed **unanimously**.

A-3 CREATION OF SENIOR STAFF ATTORNEY (INVESTMENTS) CLASSIFICATION AND CAREER LADDER

Presentation by Manuel Serpa, General Counsel, OCERS

Recommendation: Approve the creation of a Senior Staff Attorney (Investments) classification and the establishment of a career ladder from the existing Staff Attorney (Investments) classification to the new Senior Staff Attorney (Investments) classification within the Legal Division.

Mr. Serpa presented a request to establish a new classification of Senior Staff Attorney (Investments) and to create a career ladder from the existing Staff Attorney (Investments) classification. He outlined several key considerations supporting the request, including demonstrated cost savings from reduced reliance on outside counsel, the operational value of in-house expertise, and the importance of retention and professional growth opportunities.

After discussion, a **motion** was made by Mr. Dewane, **seconded** by Mr. Packard, to approve staff’s recommendation to create the Senior Staff Attorney (Investments) classification and establish a career ladder from the existing Staff Attorney (Investments) classification.

The motion passed **unanimously**.

INFORMATION ITEMS

I-1 UPDATE ON OUTREACH REGARDING EMPLOYER DATA

Presentation by William Tsao, Assistant CEO of External Operations, and Mark Adviento, Director of Member Services, OCERS

Mr. Adviento provided an update on efforts to improve employer data submissions through automation and enhanced data quality controls. Staff reported ongoing collaboration with employers and internal teams to implement new data-sharing methods and conduct

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training sessions on payroll exception reporting. An Employer Data Policy has been developed and is scheduled for consideration by the Governance Committee.

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

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

Ms. Hockless provided an update on the County of Orange classification maintenance study, reporting that the market study phase has been completed and the project is moving into the recommendation and approval phase.

Nicole Cove, a representative from the County of Orange, confirmed that findings and recommendations are expected to be presented to County leadership in mid-May, followed by review with OCERS Senior Executive management. Due to the expanded scope of the study, the County staff anticipates bringing the item forward for Board of Supervisors' approval in September.

I-3 UPDATE ON THE OCERS DIRECT COMPENSATION STUDY

Presentation by Cynthia Hockless, Director of Human Resources, OCERS

Ms. Hockless provided an update on the OCERS direct compensation study, noting that six proposals were received in response to the Request for Proposals. Staff is currently evaluating submissions, with vendor interviews scheduled later in May and final selection anticipated in early June.

CHIEF EXECUTIVE OFFICER COMMENTS

CEO Delaney acknowledged the recent appointment of the Deputy CEO, Ms. Shott, and recognized the milestone with the Committee.

COMMITTEE/STAFF/COUNSEL COMMENTS

None.

ADJOURNMENT

Chair Hilton **ADJOURNED** the meeting at 10:14 A.M.

Submitted by:

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Cynthia Hockless
Liaison

Submitted by:

DocuSigned by:

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Steve Delaney
Secretary to the Board

Approved by:

Signed by:

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Roger Hilton
Chair