

Chief Technology Officer Charter

Introduction

In accordance with the authority given to the Chief Executive Officer (CEO) by the Orange County Employees Retirement System (OCERS) Board of Retirement (Board), as outlined in the CEO Charter, the CEO hereby delegates to the Chief Technology Officer (CTO) the power to act and make final decisions on all matters listed below. The CTO's actions under this Charter shall be carried out in accordance with applicable laws and Board policies. Unless the CEO has asked the CTO to act personally, the CTO may, as deemed appropriate by the CTO, delegate any authority granted to the CTO under this Charter.

General Authority

1. Guide the strategic direction of OCERS' Information Technology and Security Division (hereinto referred to as "Division"), including enterprise applications (e.g., Pension Administration System), data and analytics, information security, infrastructure and cloud platforms, enterprise architecture, digital experience, and technology governance.
2. Conduct and oversee the administration of all functions within the Division.
3. Provide leadership for Division staff by implementing and overseeing programs necessary to achieve the mission, goals, and objectives established by the CEO; and by organizing teams to align technologists with business value and deliver predictable outcomes.
4. Manage the day-to-day affairs of employees who report directly to the CTO, in accordance with policies established by the CEO.
5. Report to the CEO, on at least a monthly basis, all significant actions the CTO has taken under this Charter.
6. Conduct and approve the internal organizational structure of the Division in a manner consistent with this Charter and applicable Board policies.
7. Approve all personnel decisions concerning Division staff, subject to final approval of the CEO.
8. Assist in the development and implementation of OCERS' Strategic Plan and Annual Business Plan, ensuring technology initiatives are aligned with Vision 2030 and the Strategic Plan.
9. Oversee the development of the Division budget; monitor and approve expenditures and authorize the transfer of budgeted amounts within Board-approved categories in the Division's budget as necessary.
10. Represent OCERS and communicate the Board's technology policies and positions before outside parties and organizations; maintain effective working relationships with the County, other employers, and stakeholder groups.
11. Advise the CEO on all matters relating to technology strategy, risk, investment, operations, and service delivery, and act in the CEO's absence when designated.

Contract Authority

In accordance with the Board's Procurement and Contracting Policy:

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12. Approve the solicitation and negotiation of contracts and agreements for all contractors, vendors, consultants, and advisors necessary for Division operations, within resources and fiscal limits set by the Board.
13. Except for Named Service Providers as defined in the Procurement and Contracting Policy, approve and execute contracts, agreements, purchase orders, and amendments for technology vendors, cloud services, software licensing and maintenance, cybersecurity services, and related professional services.

Additional Specific Authority

14. **Pension Administration System (PAS) Modernization:** Co-lead selection, implementation, and lifecycle management of the PAS to achieve high accuracy, resiliency, and member-centric capabilities. Ensure modular, API-first architecture and cloud-ready design aligned with Vision 2030.
15. **Enterprise Data Management & Governance:** Establish and oversee the organization's enterprise data management program, ensuring the integrity, availability, and strategic use of data as a core asset. Define and enforce data governance standards, policies, and frameworks that support data quality, stewardship, lifecycle management, and compliance across all business systems and platforms.
16. **AI Governance & Responsible Use:** Develop and implement an AI Ethics & Governance framework for supervised to autonomous use cases (e.g., benefit calculations, member service automation, document processing), with transparency, fairness, security, and auditability.
17. **Cybersecurity Leadership:** Drive "secure-by-design" principles, identity and access management, zero-trust controls, post-quantum-resilient cryptography readiness. Oversee incident response planning and execution to safeguard organizational assets.
18. **Resilience and Continuity:** Ensure robust disaster recovery and business continuity strategies for all OCERS systems and data.
19. **Enterprise Architecture & Platforms:** Define standards and reference architectures; oversee cloud adoption, platform operations, DevSecOps practices, and observability. Maintain service level objectives for availability, performance, and reliability.
20. **Automation & Process Orchestration:** Leverage advanced automation and robotic process orchestration to optimize workflows, reduce manual effort, and enhance efficiency across all OCERS business units—while maintaining human oversight for critical decisions.
21. **Risk Management:** Identify, assess, and mitigate technology, data, cyber, and vendor risks. Recommend strategies including insurance, controls, and avoidance measures in coordination with Compliance.
22. **Technology Talent Management:** Oversee recruitment, upskilling, and performance management of technology staff. Establish career tracks in technology, data/AI, architecture, and security while fostering a culture of innovation and continuous learning.
23. **Technology Facilities & Equipment:** Ensure the availability and readiness of technology infrastructure, facilities, and equipment to support OCERS operations within Board-approved resources and fiscal limits.

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24. **Inter-Agency & Industry Collaboration:** Represent OCERS in multi-employer working groups and public-private partnerships to share best practices and accelerate safe, efficient adoption of emerging capabilities.

Monitoring and Reporting

25. Direct the monitoring of technology operating and capital budgets to ensure compliance with fiscal policies; provide budget-to-actuals reporting to the CEO and, as appropriate, the Board.
26. Direct the monitoring and reporting of compliance with Board policies assigned to the CTO, including information security, data governance, procurement, and AI governance; maintain dashboards of availability, performance, security posture, and delivery progress.
27. Report to the CEO, on at least a monthly basis, all significant actions the CTO has taken under this delegation of authority.
28. Promptly report to the CEO and the Audit Committee significant cybersecurity breaches.

Charter Review

The CEO will review this Charter at least once every three (3) years and make any amendments as may be necessary to ensure the Charter remains relevant and appropriate.



Steve Delaney, Chief Executive Officer

12/15/2025

Date

I understand and accept the authority delegated by this Charter.



Darren Dang, Chief Technology Officer

12/15/2025

Date