

ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM

Executive Compensation Paid in Calendar Year 2020¹

Executive Name	Title	Salary ²	Other Taxable Pay ³	Total Salary Paid	Employer Contribution to Pension Plan ⁴	Medical & Dental Insurance	Deferred Compensation	Retiree Health Care Contribution	Other ⁵	Total Cost of Benefits	Total Compensation Costs Paid by OCERS
DELANEY, STEVE J	CHIEF EXECUTIVE OFFICER	\$ 288,352	\$ 31,672	\$ 320,024	\$ 105,540	\$ 9,552	\$ 23,078	\$ 10,188	\$ 14,498	\$ 162,855	\$ 482,879
MURPHY, MOLLY A	CHIEF INVESTMENT OFFICER	348,822	17,758	366,580	45,222	10,250	23,154	12,060	15,161	105,846	472,426
RATTO, GINA M	CHIEF LEGAL OFFICER	275,971	14,823	290,794	106,682	14,137	19,326	10,119	13,720	163,984	454,777
SHOTT, BRENDA M	ASSISTANT CEO OF FINANCE AND INTERNAL OPERATIONS	257,903	23,866	281,769	99,079	18,722	17,057	9,394	13,340	157,592	439,361
JENIKE, SUZANNE P	ASSISTANT CEO OF EXTERNAL OPERATIONS	245,371	24,357	269,728	90,980	11,471	17,044	8,582	12,949	141,026	410,754

Management Compensation Paid in Calendar Year 2020¹

Title	Salary ²	Other Taxable Pay ³	Total Salary Paid	Employer Contribution to Pension Plan ⁴	Medical & Dental Insurance	Deferred Compensation	Retiree Health Care Contribution	Other ⁵	Total Cost of Benefits	Total Compensation Costs Paid by OCERS
COMMUNICATIONS MANAGER	\$ 109,495	\$ 28,060	\$ 137,555	\$ 39,935	\$ 14,137		\$ 3,757	\$ 7,726	\$ 65,555	\$ 203,110
CONTRACTS, RISK & PERFORMANCE ADMINISTRATOR	118,817		118,817	37,021	8,494		4,107	7,319	56,941	175,758
DIRECTOR OF FINANCE	176,152	9,062	185,215	67,428	18,722		6,393	9,033	101,576	286,791
DIRECTOR OF HUMAN RESOURCES	158,985	17,804	176,789	61,223	8,724		5,807	9,367	85,121	261,910
DIRECTOR OF INFORMATION SECURITY	158,326	7,107	165,432	47,114	18,722		5,474	8,666	79,975	245,408
DIRECTOR OF INFORMATION TECHNOLOGY	162,794	55,507	218,300	60,418	7,318		5,692	10,047	83,474	301,775
DIRECTOR OF INTERNAL AUDIT	162,875		162,875	45,917	15,780		5,640	8,565	75,902	238,777
DIRECTOR OF INVESTMENTS	209,232	28,085	237,318	80,790	18,722	16,739	7,663	11,963	135,877	373,195
DIRECTOR OF MEMBER SERVICES (10 months)	121,154		121,154	38,697	11,662		4,119	6,396	60,875	182,029
DISABILITY MANAGER	90,451	5,223	95,675	33,243	18,596		3,127	6,657	61,624	157,298
FINANCE MANAGER	130,111	6,623	136,734	40,538	9,552		4,498	7,799	62,387	199,121
FINANCE MANAGER	123,236	11,180	134,416	47,065	5,803		4,450	7,790	65,109	199,525
INFORMATION TECHNOLOGY MANAGER	140,190	15,626	155,815	43,678	14,137		4,847	8,305	70,967	226,782
INTERNAL AUDITOR	122,542	13,358	135,899	47,198	15,780		4,475	7,817	75,270	211,170
INVESTMENT ANALYST	91,167	2,510	93,677	28,790	11,512		3,150	6,515	49,967	143,644
INVESTMENT ANALYST (8.5 months)	63,544		63,544	20,169	6,243		2,161	8,108	36,680	100,223
INVESTMENT OFFICER	145,815		145,815	45,433	10,250		5,041	6,522	67,245	213,060
MANAGER OF LEARNING & ORGANIZATIONAL DEVELOPMENT	94,615		94,615	29,483	1,087		3,270	9,884	43,723	138,339
MANAGING DIRECTOR OF INVESTMENTS	210,096		210,096	46,322	18,596		7,263	8,475	80,656	290,752
MEMBER SERVICES MANAGER	121,571	41,703	163,274	44,617	16,179		4,203	6,687	71,687	234,961
MEMBER SERVICES MANAGER	97,245		97,245	30,298	18,722		3,362	8,038	60,420	157,666
RETIREMENT ANALYST	140,190	3,765	143,955	43,678	9,082		4,847	6,032	63,639	207,594
SR. INVESTMENT ANALYST (6.5 months)	76,919		76,919	23,478	9,020		2,674	4,040	39,212	116,131
SR. INVESTMENT OFFICER	157,862	28,003	185,865	58,021	8,724		5,457	9,235	81,437	267,302
STAFF ANALYST	97,460	2,113	99,572	30,367	18,722		3,369	6,743	59,200	158,773
STAFF ANALYST (4.5 months)	41,532		41,532	13,577	6,708		1,412	2,336	24,033	65,566
STAFF ANALYST (11 months)	75,192	4,904	80,096	23,556	7,743		2,556	5,499	39,354	119,451
STAFF ATTORNEY	175,678	14,862	190,541	66,239	9,082		6,258	9,482	91,061	281,601
STAFF ATTORNEY	153,719		153,719	47,892	9,552		5,315	8,359	71,118	224,837
STAFF ATTORNEY	160,001		160,001	47,086	14,137		5,532	8,495	75,251	235,252

Footnotes:

¹ 2020 included payments for 26 bi-weekly pay periods.

² Base pay plus certification pay where applicable.

³ "Other taxable pay" includes payouts and one-time lump-sum payments.

⁴ Employer portion of pension contribution includes both the "Normal Cost" and the current year's portion of the amortized unfunded actuarial accrued liability (UAAL).

⁵ "Other" includes Life Insurance, AD&D, Disability Insurance, Medicare, Optional Benefit Plan, Unemployment, and Worker's Compensation Insurance.