

ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM

Executive Compensation Paid in Calendar Year 2021¹

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	\$ 297,003	\$ 29,721	\$ 326,724	\$ 110,330	\$ 9,476	23,656	\$ 10,294	\$ 13,893	\$ 167,650	\$ 494,374
MURPHY, MOLLY A	CHIEF INVESTMENT OFFICER	362,363	11,583	373,946	50,235	9,828	24,068	12,320	14,617	111,069	485,015
RATTO, GINA M	GENERAL COUNSEL	286,684	13,713	300,397	114,227	14,327	20,089	10,076	13,259	171,978	472,374
SHOTT, BRENDA M	ASSISTANT CEO OF FINANCE AND INTERNAL OPERATIONS	269,844	18,765	288,609	108,245	19,178	17,730	9,366	12,869	167,388	455,997
JENIKE, SUZANNE P	ASSISTANT CEO OF EXTERNAL OPERATIONS	256,927	30,007	286,934	102,773	11,475	17,730	8,893	12,789	153,660	440,595

Management Compensation Paid in Calendar Year 2021¹

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	\$ 113,741	\$ 6,900	\$ 120,641	\$ 44,391	\$ 14,327	-	\$ 3,838	\$ 7,043	\$ 69,599	\$ 190,240
CONTRACTS, RISK & PERFORMANCE ADMINISTRATOR	127,653	7,211	134,864	43,111	8,286	-	4,340	7,448	63,185	198,050
DIRECTOR OF FINANCE	181,665	5,969	187,634	73,666	19,178	-	6,374	8,997	108,215	295,849
DIRECTOR OF HUMAN RESOURCES	164,524	15,450	179,974	66,825	8,278	-	5,782	8,732	89,618	269,592
DIRECTOR OF INFORMATION SECURITY	164,524	5,548	170,072	51,765	19,178	-	5,594	8,400	84,937	255,009
DIRECTOR OF INFORMATION TECHNOLOGY	169,217	15,254	184,471	68,732	7,094	-	5,947	8,854	90,627	275,098
DIRECTOR OF INTERNAL AUDIT	169,994	640	170,634	51,701	16,021	-	5,780	8,406	81,908	252,542
DIRECTOR OF INVESTMENTS	214,061	24,353	238,414	86,785	19,178	\$ 17,141	7,509	11,467	142,079	380,493
DIRECTOR OF MEMBER SERVICES	158,262	-	158,262	53,447	16,021	-	5,381	8,082	82,931	241,193
DISABILITY MANAGER	97,523	5,657	103,180	38,395	18,305	-	3,316	6,616	66,632	169,812
FINANCE MANAGER	135,132	4,321	139,452	45,635	9,476	-	4,594	7,575	67,281	206,733
FINANCE MANAGER	128,115	11,730	139,845	52,393	5,428	-	4,534	7,627	69,982	209,827
INFORMATION SECURITY MANAGER	145,632	13,128	158,760	49,181	14,327	-	4,951	8,036	76,495	235,255
INTERNAL AUDITOR	125,370	10,476	135,846	50,748	16,021	-	4,391	7,481	78,641	214,487
INVESTMENT ANALYST (9 months)	63,385	-	63,385	21,604	5,413	-	2,155	4,076	33,248	96,633
INVESTMENT ANALYST	98,422	-	98,422	33,239	7,599	-	3,346	6,429	50,614	149,036
INVESTMENT ANALYST	98,407	5,402	103,809	33,234	11,475	-	3,346	6,574	54,630	158,439
MANAGER OF LEARNING & ORGANIZATIONAL DEVELOPMENT	100,792	-	100,792	34,045	521	-	3,427	6,478	44,472	145,263
MANAGING DIRECTOR OF INVESTMENTS (7.5 months)	134,321	25,948	160,269	44,310	6,764	-	4,567	7,273	62,915	223,184
MEMBER SERVICES MANAGER	129,475	11,482	140,957	50,586	14,924	-	4,374	7,634	77,518	218,475
MEMBER SERVICES MANAGER	101,236	-	101,236	34,191	19,178	-	3,442	6,546	63,357	164,593
MEMBER SERVICES MANAGER (2 months)	12,424	3,006	15,430	4,576	1,935	-	409	2,211	9,131	24,561
RETIREMENT ANALYST	145,632	2,455	148,088	49,181	8,979	-	4,951	6,312	69,423	217,511
SR. INVESTMENT ANALYST	105,490	534	106,025	35,736	8,739	-	3,587	6,352	54,414	160,438
SR. INVESTMENT OFFICER	166,877	9,893	176,769	65,629	9,051	-	5,674	8,665	89,018	265,787
SR. INVESTMENT OFFICER	163,739	12,467	176,205	51,832	9,828	-	5,567	8,537	75,763	251,969
STAFF ANALYST	103,026	3,975	107,000	34,793	19,178	-	3,503	6,807	64,280	171,280
STAFF ANALYST	100,328	-	100,328	33,884	16,021	-	3,411	6,501	59,818	160,146
STAFF ANALYST	91,275	5,964	97,239	30,782	8,278	-	3,099	6,381	48,540	145,780
STAFF ATTORNEY	182,498	21,291	203,789	74,126	9,476	-	6,414	9,400	99,417	303,206
STAFF ATTORNEY	164,834	-	164,834	51,055	8,979	-	5,604	8,265	73,903	238,737
STAFF ATTORNEY	171,569	-	171,569	51,683	14,327	-	5,833	8,438	80,281	251,851

Footnotes:

¹ 2021 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).