

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

**PERSONNEL COMMITTEE MEETING
August 19, 2020
10:00 A.M.**

Members of the Committee

Chris Prevatt, Chair
Wayne Lindholm, Vice Chair
Roger Hilton

MINUTES

This meeting replaces the meeting originally scheduled for Monday, August 17, 2020 at 1:30 p.m., but which was adjourned pursuant to California Government Code § 54955.

Chair Prevatt called the meeting to order at 10:05 a.m.

Recording Secretary administered the Roll Call attendance.

Attendance was as follows:

Present via Zoom video teleconference pursuant to Executive Order N-29-20 issued by Governor Newsom on March 17, 2020:

Present: Chris Prevatt, Chair; Wayne Lindholm, Vice Chair; Roger Hilton

Also

Present: Steve Delaney, Chief Executive Officer; Brenda Shott, Assistant CEO, Internal Operations; Suzanne Jenike, Assistant CEO, External Operations; Molly Murphy, Chief Investment Officer; Manuel Serpa, Counsel; Cynthia Hockless, Director of Human Resources; Anthony Beltran, Visual Technician; and Brittany Cleberg, Recording Secretary

ACTION ITEMS

A-1 2020 OCERS DIRECT PERFORMANCE MANAGEMENT PROGRAM

Presentation by Steve Delaney, Chief Executive Officer

After discussion by the Committee, **MOTION** by Prevatt, **seconded** by Hilton, to include two options for the 2020 Performance Management Program provision related to merit based salary adjustments for OCERS Direct employees to be recommended to the Board of Retirement for approval as part of the OCERS 2021 Budget.

Option 1:

Use the same approach as was used in the past two years. The approach includes awarding an increase based on inflation for the previous twelve months for all employees who receive a performance rating of “meets expectations” or better. The actual amount to be awarded would be updated based on the published data available at the time the Budget is developed (it is anticipated that data through September would be publically available).

In addition to the inflation based increase, award a merit adjustment (2.75%) for employees who are rated “Exceed Expectations” and award two (2) merit adjustments (2.75% + 2.75% = 5.5%) for employees who are rated “Exceptional”.

Option 2:

The alternative approach includes awarding an increase based on inflation for the previous twelve months for all employees who receive a performance rating of “meets expectations” or better. The actual amount to be awarded would be updated based on the published data available at the time the Budget is developed (it is anticipated that data through September would be publically available).

In addition to the inflation based increase, award a merit adjustment that is lower than was awarded in the past two years, (1.75%) for employees who are rated “Exceed Expectations” and award two (2) merit adjustments (1.75% + 1.75% = 3.5%) for employees who are rated “Exceptional”.

The motion passed **unanimously**, pursuant to a Roll Call vote, as follows:

AYES

NAYS

ABSTAIN

ABSENT

Mr. Lindholm
Mr. Hilton
Chair Prevatt

After discussion by the Committee, **MOTION** by Hilton, **seconded** by Lindholm, to approve and recommend that the Board of Retirement approve an adjustment to the OCERS Direct salary schedule, increasing each position’s published salary range by the CPI as published by the U.S. Bureau of Labor Statistics for the Los Angeles-Long Beach-Anaheim area for the previous twelve months.

The motion passed **unanimously**, pursuant to a Roll Call vote, as follows:

AYES

NAYS

ABSTAIN

ABSENT

Mr. Lindholm
Mr. Hilton
Chair Prevatt

Orange County Employees Retirement System
August 19, 2020
Personnel Committee Meeting - Minutes

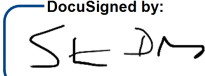
Page 3

COMMITTEE MEMBER/CEO/CONSULTANT/COUNSEL COMMENTS

None

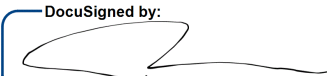
The meeting **ADJOURNED** at 11:04 a.m.

Submitted by:

DocuSigned by:

C00D5744FF39463...

Steve Delaney
Secretary to the Committee

Approved by:

DocuSigned by:

E2E579A3994E4B5

Chris Prevatt
Chair