

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

PERSONNEL COMMITTEE MEETING

Wednesday, June 9, 2021

10:00 AM

Members of the Committee

Roger Hilton, Chair
Shawn Dewane, Vice Chair
Chris Prevatt

MINUTES

Roger Hilton called the meeting to order at 10:02 a.m.

Recording Secretary administered the Roll Call attendance.

All committee members were present.

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: Roger Hilton, Chair; Shawn Dewane, Vice Chair; Chris Prevatt

Also

Present: Steve Delaney, Chief Executive Officer; Brenda Shott, Assistant CEO, Internal Operations; Molly Murphy, Chief Investment Officer; Gina Ratto, General Counsel; Cynthia Hockless, Director of Human Resources; Anthony Beltran, Visual Technician; and Cammy Torres, Recording Secretary

PUBLIC COMMENTS

None

CONSENT AGENDA

C-1 COMMITTEE MEETING:

Personnel Committee Meeting

May 27, 2021

Recommendation: Approve minutes.

Mr. Hilton *pulled* item C-1.

ACTION ITEMS

A-1 INDIVIDUAL ACTION ON ANY ITEM TRAILED FROM THE CONSENT AGENDA

C-1 COMMITTEE MEETING:

Personnel Committee Meeting

May 27, 2021

Mr. Hilton asked for the Committee members to be updated to the current members on the first page of the minutes.

MOTION by Prevatt, **seconded** by Dewane, to approve the May 27, 2021 minutes with the updated Committee members change.

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

<u>AYES</u>	<u>NAYS</u>	<u>ABSTAIN</u>	<u>ABSENT</u>
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Mr. Dewane
Mr. Prevatt
Chair Hilton

A-2 OCERS COMPENSATION STUDY

Presentation Steve Delaney, CEO; Cynthia Hockless, Director of Human Resources, OCERS; & Igor Shegolev, Senior HR Consultant, CPS HR

After discussion by the Committee, **MOTION** by Dewane, **seconded** by Prevatt, to approve and recommend that the Board approve staff recommendation 3, 4, and 5:

3. Approve an annual adjustment of the salary ranges equal to the Employer Cost Index for Salaries and Wages for the previous 12-month period, as published by the U.S. Department of Labor, Bureau of Labor Statistics, and perform a formal review of the ranges at least every five years to keep the pay structure current
4. Approve a pay philosophy that allows OCERS to administer an annual performance merit based step increase in the amount of 2.75% to progress employees through the salary ranges. Employees will receive salary increases based on the performance rating received in their annual performance evaluation as follows: Meets = Base increase equal to inflation, Exceeds = Base + 1 step of 2.75% and Exceptional = Base + 2 steps or 5.5%.
5. Approve the recommended changes to the OCERS Compensation Policy (previously named OCERS Compensation Philosophy)

The motion passed **3-0**, pursuant to a Roll Call vote, as follows:

<u>AYES</u>	<u>NAYS</u>	<u>ABSTAIN</u>	<u>ABSENT</u>
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Mr. Dewane
Mr. Prevatt
Chair Hilton

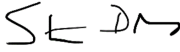
Orange County Employees Retirement System
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Personnel Committee Meeting - Minutes

COMMITTEE MEMBER/CEO/CONSULTANT/COUNSEL COMMENTS

None


The meeting **ADJOURNED** at 10:43 p.m.

Submitted by:

DocuSigned by:

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Steve Delaney
Secretary to the Committee

Approved by:

DocuSigned by:

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Chris Prevatt
Chair