ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM

BOARD OF RETIREMENT
2223 E. WELLINGTON AVENUE, SUITE 100
SANTA ANA, CA 92701

PERSONNEL COMMITTEE MEETING
Wednesday, October 12, 2022
9:00 a.m.

Members of the Committee
Chris Prevatt, Chair
Charles Packard, Vice Chair
Richard Oates
Shawn Dewane

Pursuant to Assembly Bill 361, signed into law on September 16, 2021 as urgency legislation; Governor Newsom's Proclamation of a State of Emergency on March 4, 2020, which Proclamation is still in effect; and Board of Retirement Resolution 2022-09, this meeting will be conducted by video/teleconference, in compliance with Government Code section 54953 as amended by Assembly Bill 361. In addition, members of the Board and the public are welcome to participate in the meeting via Zoom from the OCERS Boardroom located at 2223 E. Wellington Ave., Santa Ana, CA. However, none of the other locations from which the Board members participate by teleconference will be open to the public.

Members of the public who wish to observe and/or participate in the meeting may do so (1) from the OCERS Boardroom or (2) via the Zoom app or telephone from any location. Members of the public who wish to provide comment during the meeting may do so by "raising your hand" in the Zoom app, or if joining by telephone, by pressing * 9 on your telephone keypad. Members of the public who participate in the meeting from the OCERS Boardroom and who wish to provide comment during the meeting may do so from the podium located in the OCERS Boardroom.

OCERS Zoom Meeting Video/Teleconference Information	
Join Using Zoom App (Video & Audio)	**Join by Telephone (Audio Only)**
https://ocers.zoom.us/j/87244884955	Dial by your location
	+1 669 900 6833 US (San Jose)
Meeting ID: 872 4488 4955	+1 346 248 7799 US (Houston)
Passcode: 588921	+1 253 215 8782 US (Tacoma)
	+1 312 626 6799 US (Chicago)
Go to https://www.zoom.us/download to	+1 929 436 2866 US (New York)
download Zoom app before meeting	+1 301 715 8592 US (Germantown)
Go to https://zoom.us to connect online using	**Meeting ID: 872 4488 4955**
any browser.	**Passcode: 588921**
A Zoom Meeting Participant Guide is available on OCERS website Board & Committee meetings page	

AGENDA

The Personnel Committee of the Orange County Board of Retirement welcomes you to this meeting. This agenda contains a brief general description of each item to be considered. The Committee may take action on any item included in the agenda; however, except as otherwise provided by law, no action shall be taken on any item not appearing on the agenda. The Committee may consider matters included on the agenda in any order, and not necessarily in the order listed.

In addition, public comment on matters listed on this agenda will be taken at the time the item is addressed.

OPEN SESSION

CALL MEETING TO ORDER AND ROLL CALL

PUBLIC COMMENTS

At this time, members of the public may comment on (1) matters not included on the agenda, provided that the matter is within the subject matter jurisdiction of the Board; and (2) any matter appearing on the Consent Agenda. **Members of the public who wish to provide comment at this time may do so by "raising your hand" in the Zoom app, or if joining by telephone, by pressing * 9 on your telephone keypad.** Persons attending the meeting in person and wishing to provide comment at this time should fill out a speaker card located at the back of the Boardroom and deposit it in the Recording Secretary's box located near the back counter. When addressing the Board, please state your name for the record prior to providing your comments. Speakers will be limited to three (3) minutes.

In addition, public comment on matters listed on this agenda will be taken at the time the item is addressed.

CONSENT AGENDA

All matters on the Consent Agenda are to be approved by one action unless a Committee Member requests separate action on a specific item.

C-1   COMMITTEE MEETING:

Approval of Meeting and Minutes
Personnel Committee Meeting   September 28, 2022

Recommendation: Approve minutes.

ACTION ITEMS

NOTE: Public comment on matters listed in this agenda will be taken at the time the item is addressed, prior to the Board's discussion of the item. **Members of the public who wish to provide comment in connection with any matter listed in this agenda may do so by "raising your hand" in the Zoom app, or if joining by telephone, by pressing * 9, at the time the item is called. Persons attending the meeting in person and wishing to provide comment on a matter listed on the agenda should fill out a speaker card located at the back of the Boardroom and deposit it in the Recording Secretary's box located near the back counter.**

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

A-2   OCERS CERTIFICATION INCENTIVE PROGRAM
Presentation by Steve Delaney, CEO and Brenda Shott, Assistant to CEO of Internal Operations, OCERS

Recommendation: Approve and recommend the Board of Retirement the following:
1. That the Personnel Committee recommend the Board of Retirement approve the addition of three certifications to the OCERS Certification Incentive Program, providing 5.5% in additional salary. Such additions to first become available on January 1, 2023. The three additions are:
    a. Certified Information Systems Security Professional
    b. Certified Internal Auditor
    c. SHRM - Senior Certified Professional
2. That the Personnel Committee recommend the Board of Retirement approve a requirement of a minimum of 20 hours of continuing education (CE) each year for any certification that does not have a CE requirement set by its governing Board. Such requirement to become effective January 1, 2023, with professional documentation to be provided by December 2023 to confirm compliance.

INFORMATION ITEMS

Each of the following informational items will be presented to the Committee for discussion.

NONE

WRITTEN REPORTS

The following are written reports that will not be discussed unless a member of the Board requests discussion.

NONE

COMMITTEE MEMBER COMMENTS

CHIEF EXECUTIVE OFFICER/STAFF COMMENTS

COUNSEL COMMENTS

ADJOURNMENT

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NOTICE OF NEXT MEETINGS

DISABILITY COMMITTEE MEETING
October 17, 2022
8:30 A.M.

ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM
2223 E. WELLINGTON AVENUE, SUITE 100
SANTA ANA, CA 92701

REGULAR BOARD MEETING
October 17, 2022
9:30 A.M.

ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM
2223 E. WELLINGTON AVENUE, SUITE 100
SANTA ANA, CA 92701

GOVERNANCE COMMITTEE MEETING
October 19, 2022
9:00 A.M.

ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM
2223 E. WELLINGTON AVENUE, SUITE 100
SANTA ANA, CA 92701

All supporting documentation is available for public review in the retirement office during regular business hours, 8:00 a.m. – 5:00 p.m., Monday through Thursday and 8:00 a.m. – 4:30 p.m. on Friday.

It is OCERS' intention to comply with the Americans with Disabilities Act ("ADA") in all respects. If, as an attendee or participant at this meeting, you will need any special assistance beyond that normally provided, OCERS will attempt to accommodate your needs in a reasonable manner. Please contact OCERS via email at adminsupport@ocers.org or call 714-558-6200 as soon as possible prior to the meeting to tell us about your needs and to determine if accommodation is feasible. We would appreciate at least 48 hours notice, if possible. Please also advise us if you plan to attend meetings on a regular basis.

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

PERSONNEL COMMITTEE MEETING
Wednesday, September 28, 2022
2:00 PM

Members of the Committee
Chris Prevatt, Chair
Charles Packard, Vice Chair
Richard Oates
Shawn Dewane

MINUTES

Chair Prevatt called the meeting to order at 1:55 p.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; Richard Oates; Shawn Dewane Charles Packard, Vice Chair

Absent:

Also
Present: Steve Delaney, Chief Executive Officer; Brenda Shott, Assistant CEO, Internal Operations; Suzanne Jenike, Assistant CEO, External Operations; Gina Ratto, General Counsel; David Beeson Director of Investments; Tracy Bowman, Direct of Finance Matt Eakin, Director of Information Security; Cynthia Hockless, Director of Human Resources; David Kim, Director of Internal Audit; Jeff Lamberson; Member Services Director; Silviu Ardeleanu, Director of Member Services; Anthony Beltran, Visual Technician; Carolyn Nih and Ayanna McGiffert Recording Secretary.

PUBLIC COMMENTS
None

CONSENT AGENDA

C-1   COMMITTEE MEETING:
Personnel Committee Meeting   August 1, 2022

Recommendation: Approve minutes.

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MOTION by Mr. Packard, **seconded** by Mr. Oates, to approve August 1, 2022, minutes.

The motion passed **unanimously**.

ACTION ITEMS

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

No items were trailed from the Consent Agenda.

A-2   2023 STAFFING PLAN
Presentation Steve Delaney, CEO, OCERS

Recommendation: Approve and recommend the Board of Retirement include the following personnel costs in the 2023 OCERS Budget to be presented at the November 14, 2022, Board meeting:

1. **Add 14 New Positions to the 2023 Budgeted Headcount**
   A. Add one Project Manager position to the Executive Division
   B. Add three positions to the Legal Division
      (1) Chief Compliance Officer
      (2) Staff Attorney
      (3) Executive Secretary I
   C. Add one Investment Officer position to the Investments Division
   D. Add three Retirement Program Specialists to the Member Services Division
   E. Add one Information Security Analyst (Staff Analyst) position to the Information Security Department
   F. Add three positions to the IT Department
      (1) IT Systems Technician
      (2) Testing Coordinator (Manager Level)
      (3) Automation Developer (Manager Level)
   G. Add two positions to the Human Resources Department
      (1) Staff Analyst
      (2) Staff Assistant
2. **Approve the Creation of Three Career Ladders in the Finance and Internal Audit Departments (no change to headcount)**
   A. Finance Department
      (1) Senior Accountant to Staff Analyst
      (2) Accountant Auditor to Senior Accountant
   B. Internal Audit Department
      (1) Internal Auditor to Senior Internal Auditor
3. **Approve the Following Add/Drop**
   A. Add a Director of Communications and drop a Communications Manager position in the Communications department (no change to headcount).

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Staff would like to have this brought before the board at the October 17, 2022, Board Meeting for approval to be included in the 2023 budget presentation scheduled for November 2022 Board Meeting.

MOTION by Mr. Packard, **seconded** by Mr. Oates, to approve all 3 recommendations of action item A-2.

The motion passed **unanimously**.

The Board recessed for break at 3:34 p.m.

The Board reconvened from break at 3:38 p.m.

Recording Secretary administered the Roll Call attendance

A-3   OCERS CERTIFICATION INCENTIVE PROGRAM
Presentation by Steve Delaney, CEO and Brenda Shott, Assistant to CEO of Internal Operations, OCERS

Recommendation: Approve and recommend the Board of Retirement the following:
1. Create a second tier of certifications that are eligible for a salary incentive
   a. TIER 1 = 5.5% annual increase
   b. TIER 2 = 2.75% annual increase
2. Add one initial certification standard to the First Tier
   a. Certified Information Systems Security Professional
3. Add two initial certification standards to the Second Tier
   a. Certified Internal Auditor
   b. SHRM - Senior Certified Professional
4. Require a minimum of 10 hours of continuing education (CE) for any certification that does not have a CE requirement set by its governing Board.

   OR

5. Grant CEO authority to establish standards and make determinations as to eligible certification programs, with informational reports to the PERSONNEL COMMITTEE.

Committee request staff come back to the next Committee Meeting October 12, 2022, with budget impact plan for 2023 as well as continued education plan. Committee would like to know what each education tier consists of, when the increase applies for the continued education plan, ongoing cost for increase, CEO ability to make changes, 3 standards, 20 hour continued education plan requirement and what the process would be if the continued education plan is not completed by staff.

INFORMATION ITEMS

Each of the following informational items will be presented to the Committee for discussion.

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I-1   OCERS COUNTY EMPLOYEES TO OCERS DIRECT STATUS UPDATE
         Presentation by Cynthia Hockless, Director of Human Resources, OCERS

WRITTEN REPORTS

The following are written reports that will not be discussed unless a member of the Board requests discussion.

None

COMMITTEE MEMBER/CEO/COUNSEL/STAFF COMMENTS
None

The meeting **ADJOURNED** at 3:54 p.m.

Submitted by: Approved by:

_____   _____

Steve Delaney   Chris Prevatt
Secretary to the Committee   Chair

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Memorandum

DATE: October 12, 2022

TO: Members of the Personnel Committee

FROM: Steve Delaney, Chief Executive Officer

SUBJECT: **OCERS CERTIFICATION INCENTIVE PROGRAM**

Recommendation

1. Approve and recommend that the Board of Retirement approve the addition of three certifications to the OCERS Certification Incentive Program, providing 5.5% in additional salary. Such additions to first become available on January 1, 2023. The three additions are:
    a. Certified Information Systems Security Professional
    b. Certified Internal Auditor
    c. SHRM - Senior Certified Professional
2. Approve and recommend that the Board of Retirement approve a requirement of a minimum of 20 hours of continuing education (CE) each year for any certification that does not have a CE requirement set by its governing Board. Such requirement to become effective January 1, 2023, with professional documentation to be provided by December 2023 to confirm compliance.

Background

In 2017, OCERS began a certification incentive program that pays OCERS direct employees an additional 5.5% of their salary for possessing a valid Certified Public Accountant (CPA) or Chartered Financial Analyst (CFA) certification. OCERS is seeking to expand the program to include other professional level certifications with the maximum certification pay to be received by any one individual being 5.5%.

To qualify for the program, the following items related to the certification were evaluated:

1) Issued from a National Professional Association or Institution
2) Related to and representative of the employee's current job title or profession
3) Seen as valuable in the industry (i.e., do job recruitments list the certification as a highly desirable qualification)
4) Level of difficulty to achieve (demonstrated by a low pass rate of test required, extensive experience and/or education)
5) Require Continuing Education Units (CEU)
6) Other factors as deemed appropriate by the CEO or his/her designee

NOTE: Administratively we do not allow for an accumulation of certification incentives. Each staff member is limited to a single certification incentive.

At the time of approval in 2017, the Personnel Committee encouraged the CEO to return in future years as needed to add other certifications that would further our staffing goals of both finding the best talent possible for OCERS positions while retaining those especially skilled staff members already part of the team.

On September 28 I met with the Personnel Committee and recommended three certifications for addition to the current Certification Incentive Program:

      a. Certified Information Systems Security Professional
      b. Certified Internal Auditor
      c. SHRM - Senior Certified Professional

At that September 28 meeting we discussed several relevant issues that helped clarify why these additions are important to successfully meet our mission goals.

THE LACERA EXAMPLE

LACERA has a series of seven approved certification skills which provide an incentive salary stipend of 5.5%. In discussing with a holder of a WCCP (Workers Compensation Claims Professional), I learned the following:

1. It was a value-added skill needed by the Disability Department
2. It encouraged the individual to seek the education necessary to qualify
3. It did not have a Continuing Education requirement
4. He confirmed there was a limit of being incentivized for only one certification

In a recent meeting with the LACERA CEO, we confirmed that both of our agencies share similar challenges - finding qualified individuals to apply for open positions (LACERA has a vacancy rate similar to OCERS) and retaining those new hires beyond the first year which is comprised basically of training.

OCERS lost a talented staff member to LACERA immediately upon successful completion of his CFA examinations due to our lack of a Certification Incentive Program at that time. Continued support of this program is important to prevent loss of OCERS talent to other systems in the future.

NOT EVERY CERTIFICATION NEEDS TO BE REWARDED

Some certifications will not be rewarded as they are requisites to obtaining a given position at OCERS in the first place. We are not rewarding an individual with a Juris Doctorate, as that is a requirement to even be eligible to apply for a position with OCERS Legal Counsel.

Similarly, as I shared at the recent Strategic Planning Workshop, I will be requesting our first Project Manager. The highest accreditation available to a project manager is a PMP - a Project Manager Professional. To obtain a PMP an individual must take a 30-hour exam, but more importantly, have completed 3 years of project management activity as well as obtaining a 4-year college degree. I will be requiring a PMP certification of our eventual approved candidate, so there will be no additional certification incentive available to that individual.

CONTINUING EDUCATION (CE)

The Personnel Committee concurred in the value of continuing education as a requirement to be enrolled in this program and recommended that effective January 1, 2023, ALL approved certification programs include a CE

requirement of a minimum of 20 hours of CE related to that skill each year, even if the governing body of that certification, as is the case with CFA holders, does not make such a requirement.

Attached are several reports that were used to show the value of these new additions to the Certification Incentive Program.

The addition of the above certifications is estimated to benefit three additional individuals in 2023 at a cost of $36,000 annually.

Attachments:
1. Certificate Comparison Matrix
2. LACERA Certificate Program
3. NASRA Certificate Survey Results

Submitted by:

SD - Approved

Steve Delaney
Chief Executive Officer

Comparison of SHRM-CP SHRM-SCP, CISSP, CIA, CPA, and CFA Certifications

Certification	Society Human Resource Management - Certified Professional - (SHRM-CP) [16]	Society Human Resources Management - Senior Certified Professional (SHRM-SCP) [16]	Certified Information Systems Security Professional (CISSP)	Certified Internal Auditor (CIA)	Certified Public Accountant (CPA)	Chartered Financial Analyst (CFA)
Governing Organization	Society Human Resource Management (SHRM) [1]	Society Human Resource Management (SHRM) [1]	International Information System Security Certification Consortium (ISC) [2]	The Institute of Internal Auditors (IIA) [35]	American Institute of Certified Public Accountants (AICPA)	CFA Institute
Accreditation Body Competency & Knowledge	The Buros Center for Testing [2] SHRM Body of Competency and Knowledge (SHRM BoCK) [3]	The Buros Center for Testing [2] SHRM Body of Competency and Knowledge (SHRM BoCK) [3]	American National Standards Institute (ANSI) ISO/IEC Standard 17024 [1]	International Professional Practices Framework International Standards for the Professional Practice of Internal Auditing [36]	N/A (Internal AICPA Committee) [2]	N/A [3]
Education Requirement	HR Certificate Program (Accredited institution - eight courses covering HR fundamentals) or Associate's Degree or Higher [4]	HR Certificate Program (Accredited institution - eight courses covering HR fundamentals) or Associate's Degree or Higher [4]	N/A (can use four-year college degree to satisfy 1 year of required experience) [4]	Associate's Degree or Higher	Bachelor's Degree (150 semester units of education, including 24 semester units in accounting-related subjects and 24 semester units in business-related subjects) [5]	Bachelor's Degree or 4 years professional work experience (does not have to be investment-related) or Combination of work experience and education totaling 4 years prior to enrollment [6]
Experience Requirement	Dependent upon education level: [4] Must work in the role of HR a minimum of 1,000+ hours within a calendar year Associate's Degree: HR-Related Degree: 3 years in HR role Non HR-Related Degree: 4 years in HR role Bachelor's Degree: HR-Related Degree: 1 year in HR role Non-HR Degree: 2 years in HR role Graduate Degree: HR-Related Degree: Currently in HR role Non-HR Degree: 1 year in HR role	Dependent upon education level: [4] Must work in the role of HR a minimum of 1,000+ hours within a calendar year Associate's Degree: HR-Related Degree: 6 years in HR role Non HR-Related Degree: 7 years in HR role Bachelor's Degree: HR-Related Degree: 4 years in HR role Non-HR Degree: 5 years in HR role Graduate Degree: HR-Related Degree: 3 year in HR role Non-HR Degree: 4 years in HR role	5 years cumulative paid work experience in 2 or more of the 8 domains of the CISSP CBK (a four-year college degree or an approved credential will satisfy 1 year of required experience) [7]	Dependent upon education level: Master Degree - 12 months Internal Audit (IA) Experience Bachelor's Degree - 24 months IA Experience Associate's Degree - 60 months IA Experience	1 year general accounting experience, supervised by actively-licensed CPA [8]	4 years in the investment decision-making process [9]
Exam Requirement	4 hours in length [5] 160 questions - 95 knowledge based items (60%) 65 situational judgement items (40%) 30 pre-test questions	4 hours in length [5] 160 questions - 95 knowledge based items (60%) 65 situational judgement items (40%) 30 pre-test questions	One 250 question, 6 hour exam (2017 and earlier) or One 100-150 question, 3 hour Computerized Adaptive Test exam (2018 and later) (exams include multiple choice and simulation questions) [10]	Three exams, multiple choice [37] Part 1 - 125 questions / 150 minutes Part 2 - 100 questions / 120 minutes Part 3 - 100 questions / 120 minutes	Four exams, containing an average of 77 questions each, 4 hours per exam (exams include multiple choice, simulation, and writing questions) [11]	Three exams as follows: Level I Exam: 240 multiple choice questions (6 hours) Level II Exam: 120 multiple choice questions (6 hours) Level III Exam: 8-12 essay questions, 60 multiple choice questions (6 hours) [12]
Certification	Society Human Resource Management - Certified Professional - (SHRM-CP) [16]	Society Human Resources Management - Senior Certified Professional (SHRM-SCP) [16]	Certified Information Systems Security Professional (CISSP)	Certified Internal Auditor (CIA)	Certified Public Accountant (CPA)	Chartered Financial Analyst (CFA)
Exam Passing Score	Modified Angoff method [7]	Modified Angoff method [7]	700 out of 1000 [13]	600 out of 750 [38]	75 out of 99 on each exam [14]	Pass/Fail [15]
Exam Pass Rate	Average of 69% [8]	Average of 55% [8]	Not publically released; widely assumed to be well below 50% [16]	43% [39]	Historically between 45-50% [17]	Level I: 43%; Level II: 45%; Level III: 56% [18]
Certification Term	3 years [12]	3 years [12]	3 years [19]	1 year [40]	2 years [20]	N/A
Continuing Education Requirement	60 Professional Development Credits (PDC's) within the three-year recertification period [9]	60 Professional Development Credits (PDC's) within the three-year recertification period [9]	120 hours over the three-year period (40 hours annually) [21]	40 hours annually	80 hours during the two-year period (40 hours annually) [22]	N/A (Voluntary) [23]
Ethics Requirement	Agree to SHRM Certification Candidate agreement [1], abide by SHRM Bylaws & Code of Ethics [10]	Agree to SHRM Certification Candidate agreement [1], abide by SHRM Bylaws & Code of Ethics [10]	Agree to and uphold the (ISC)[2] Code of Ethics [24]	Agree to abide by the Code of Ethics established by The IIA [41]	CalCPA PETH Exam (50 multiple-choice questions; no time limit; 90%+ passing score) [25]	Complete a Professional Conduct Statement and uphold the Code of Ethics and Standards of Professional Conduct [26]
Endorsement Requirement	N/A [11]	N/A [11]	Endorsement by an (ISC)[2] certified professional in good standing [27]	Candidates must exhibit high moral and professional character and must submit a Character Reference Form signed by a CIA, CGAP, CCSA, CFSA, CRMA, or the candidate's supervisor [41]	N/A	N/A
Desirability In Industry	In 2018, the median SHRM-CP certification holders received a 22.8% increase in salary. [13]	In 2018, HR professionals reported receiving median pay increases by 54 percent going from a SHRM-CP certification to SHRM–SCP certification. . [13]	Job Openings Requiring Information Security Certifications (Nov. 2018): CISSP (ISC[2]): 49,731 CISM (ISACA): 20,209 CEH (EC-COUNCIL): 10,780 Security+ (COMPTIA): 10,345 GSEC (SANS): 7,642 [28]	CIAs earn an average of $38,000 more annually than those without a certification. [42]	N/A	N/A
No. of Certification Holders	65,730 [14]	45,677 [14]	> 136,428 worldwide [29]	> 157,444 worldwide [37]	> 664,532 in the US [30]	> 154,000 worldwide [31]
Year Established	1976 [15][17]	1976 [15][17]	1994 [32]	1974 [37]	1917 [33]	1963 [34]

Certified Public Accountant license issued by the State of California or a valid Certified Government Financial Manager certification issued by the Association of Government Accountants
Assistant Chief Financial Officer, LACERA
Assistant Chief, Internal Audit, LACERA
Assistant Division Manager, LACERA
Chief Financial Officer, LACERA
Chief, Internal Audit, LACERA
Division Manager, LACERA
Internal Auditor, LACERA
Internal Auditor, LACERA
Principal Internal Auditor, LACERA
Senior Internal Auditor, LACERA
Special Assistant, LACERA

Certified Internal Auditor certification from the Institute of Internal Auditors or a valid Certified Information Systems Auditor certification from the Information Systems Audit and Control Association	Certified Public Finance Officer certification from the Government Finance Officers Association
Assistant Chief, Internal Audit, LACERA	Assistant Chief, Internal Audit, LACERA
Assistant Division Manager, LACERA	Assistant Division Manager, LACERA
Chief, Internal Audit, LACERA	Chief, Internal Audit, LACERA
Internal Auditor, LACERA	Division Manager, LACERA
Internal Auditor, LACERA	Internal Auditor, LACERA
Principal Internal Auditor, LACERA	Internal Auditor, LACERA
Senior Internal Auditor, LACERA	Principal Internal Auditor, LACERA
Special Assistant, LACERA	Senior Internal Auditor, LACERA

Certified Employee Benefits Specialist designation from the International Foundation of Employee Benefit Plans and the Wharton School of the University of Pennsylvania	Worker's Compensation Claims Professional certification from the Insurance Education Association
Assistant Division Manager, LACERA	Disability Retirement Specialist
Chief, Quality Assurance and Metrics, LACERA	Disability Retirement Specialist Supervisor
Division Manager, LACERA	Division Manager, LACERA
Legislative Affairs Officer, LACERA	Human Resources Analyst, LACERA
Quality Auditor I, LACERA	Senior Disability Retirement Specialist
Quality Auditor II, LACERA	Senior Human Resources Analyst, LACERA
Section Head, LACERA	
Senior Quality Auditor, LACERA	
Special Assistant, LACERA	
Supervising Administrative Assistant III, LACERA	

Chartered Financial Analyst certification from the CFA Institute	Certified Compensation Professional designation from WorldatWork, formerly the American Compensation Association
Chief Investment Officer, LACERA (UC)	Assistant Director, Human Resources, LACERA
Deputy, Chief Investment Officer, LACERA (UC)	Director, Human Resources, LACERA
Finance Analyst I, LACERA	Human Resources Analyst, LACERA
Finance Analyst II, LACERA	Senior Human Resources Analyst, LACERA
Finance Analyst III, LACERA	
Principal Investment Officer, LACERA	
Principal Investment Officer, LACERA (UC)	
Senior Investment Officer, LACERA	

NASRA
National Association of State Retirement Administrators

Responses to survey regarding professional designations

Fourteen systems in 11 different states responded to this survey; a listing of responding systems is at the end of these results. This survey was conducted in July 2022.

1. *Does your system state a preference in job announcements for applicants with the following professional designations?*

Professional designation	Yes	No
CEBS (in benefits)	2	12
SHRM (in HR)	9	5
CISSP (in IT)	6	8
IIA (in Internal Audit)	8	6

2. *If yes, is there a pay differential for applicants with preferred professional designations?*

CEBS (in benefits)

SHRM (in HR)

- 1-2%

CISSP (in IT)

- 1-2%

IIA (in Internal Audit)

- 1-2%

3. *Please identify any other professional designations not listed above for which your system has indicated a preference for relevant applicants?*

- CFA, CAIA, CPA, CGFM, various IT designations depending on the position. We do not pay specific pay differentials based on professional designations.
- CFA and CPA
- We advertise that we pay a 5% differential for Investment Staff that have their CFA.
- For Investment Managerial Staff, we advertise that we pay a 5% base pay differential for CFA, CCIM, FRM, CIMA and CAIA.
- CPA, CFA, A+, Network+,
- CFA (2)
- CFA, CPA
- Certified Public Accountants (CPA)
- CFP, CFA, CAIA, CIA (Internal Audit), CPA
- CFA, CAIA-we do provide educational differential to candidate in investments with these professional designations.

Compiled by NASRA based on information provided by retirement systems | July 2022
Contact: Keith Brainard keith@nasra.org or Alex Brown alex@nasra.org

- CPA-a CPA doing certain financial auditing or examining is eligible for a one-time payment.
- PHR – HR, CIA – Internal Audit, CPA – Internal Audit
- Various Designations Based upon Role
- For our recent Executive Director recruitment we posted "Advanced degree and knowledge of defined benefit, IRC 401(a) defined contribution, and IRC 457(b) deferred compensation plans is preferred." For our Chief Financial Officer we've sometimes stated a Certified Public Accountant (CPA) is preferred.
- CFA, CIA, CPA which there is a pay differential for these designations
- CISA for Internal Audit, CTCM and CTPM for contracts and procurement, CPA for accountants

4. *Please share any other information you think is relevant to this subject.*

- We have a pay differential for certain rank-and-file investment professionals who are CFA charterholders.
- We've asked questions about professional certifications to collect the info from applicants but not indicated the certifications were preferred. For high-level accounting positions it might be CPA, Certified Management Accountant (CMA), Chartered Global Management Accountant (CGMA), Certified Internal Auditor (CIA), Certified Fraud Examiner (CFE), Chartered Financial Analyst (CFA), or other relevant. For our investment professional titles, it might be Chartered Alternative Investment Analyst (CAIA), Chartered Financial Analyst (CFA), Certificate in Investment Performance Measurement (CIPM).
- The Indiana Public Retirement System has revised its policy to support and pay up to ($5,250 year) including all professional designations, credentials and certifications as long as the employee is in good standing.
- We tend to "home grow" these skills in new hires, so we have not traditionally marketed or compensated people differently for them. Our state compensation plan allows for an hourly add-on for CPAs, so we do provide that.

Responding Systems:

- California Public Employee's Retirement System
- California State Teachers' Retirement System
- Indiana Public Retirement System
- Municipal Employees' Retirement System of Michigan
- Missouri Public School / Public Educational Employees' Retirement System
- Missouri State Employees' Retirement System

- New York State Teachers' Retirement System
- Ohio School Employees' Retirement System
- Ohio State Teachers' Retirement System
- Pennsylvania State Employees' Retirement System
- Teacher Retirement System of Texas
- Utah Retirement Systems
- Government Employees' Retirement System of the U.S. Virgin Islands
- Wisconsin Department of Employee Trust Funds