

OCMA Contract Update (November 27, 2012)

Contract Update and Voting Meeting Scheduled December 3rd:

On September 26th you were notified that mediation in regard to contract negotiations was held between the County and OCMA and that no movement was made in regard to your contract, since the County was not willing to make any concessions. The next step in the process was for OCMA to file for a “fact finding” hearing with PERB. The hearing was held on Friday, October 26th, and we have just been notified of the results. The good news is that the draft “Findings of Fact and Recommended Terms of Settlement” provided by the State representative offered some positive options for the managers. Two primary recommendations from the Fact Finding Panel provided for the phase-in of the manager’s retirement contributions and provides for a 2.5% salary increase (one-half base building and one-half lump sum payment) in January 2013.

Posted on the OCMA web-site, under “contract negotiations” are two items of interest:

- The draft Findings of Fact and Recommended Terms of Settlement provided by the State PERB Fact Finder (an impartial State reviewer).
- New proposed “Deal Points” upon which you will be voting on December 3rd.

As you may recall, your vote of August 22nd rejecting the past Tentative Agreement (Option 2) proposed by the County set the stage for two appeals by OCMA (mediation and PERB Fact Finding) that have occurred over the past few months, resulting in your concerns being addressed, in part, by an impartial State Fact Finder. This has resulted in the County providing new “deal points” which incorporate the State Fact Finder’s recommendations. The County has given OCMA the date of December 3rd to decide to accept or reject the County’s revised offer. Therefore, you will be voting on this important issue on December 3rd at a meeting scheduled at 3 pm (sign-in beginning at 2:30 pm) to be held in the Board of Supervisors Hearing Room. Managers are encouraged to attend this meeting, however if you cannot attend the meeting, voting will be made available to managers at the OCMA Office, on Friday, November 30th, from 11:00 am to 1:00 pm.

We understand that this is a very short timeline for your review and vote, however, the County is committed to finalizing this issue prior to calendar year end. The County has indicated that action will be taken to impose Option 1 (provided in the August 22nd presentation/vote) if the membership does not approve the revised Fact Finder’s influenced “Deal Points”. The OCMA attorney, the OCMA Fact Finding Panel representative and the OCMA Board of Directors recommend approval.