

OCMA Membership Update (11-30-12):

OCMA is sending this e-mail to the membership in an effort to clarify some of the "Deal Points" upon which you will be voting and to provide some additional information, based on various questions that we have received.

How Do I Determine What My Additional Retirement Contribution Will Be?

Go to the OCMA Website (www.ocma.info), click "Report of Contract Negotiations" on the home page, scroll down to "2012 Employee Retirement Rate Calculator". Most managers will use page one, 2.7@ 55 Formula, Tier II.

This chart has two sections (with a thick gray colored separation). To determine what the increased retirement contribution will be, simply find your "Entry Age" (the age you entered County service) and trace that line across to the first "FY 2012-13 Employee Increase" column (before the gray separation). This percentage represents "pick-up #1", or the additional amount you will pay beginning in January 2013. To determine the total additional retirement contribution that you will be paying in July 2013, simply follow the Entry Age line to the far right column, entitled "FY 2012-13 Employee Increase". Please note, this is the total amount of the retirement increase, which is pick-ups # 1 and 2. We were able to negotiate the second pick-up (which is the larger one of the two) to be paid later, in July 2013. Note that the heading for the area right of the thick gray separation says "Effective Pay Period #4, January 25, 2013" – we did not have time to change this to "July 2013".

Example:

If you are Tier II and entered County service at age 33, the increase in your January 2013 retirement contribution would be 2.74% (the additional amount you would pay). The total increased retirement contribution amount you would pay in July 2013 (which includes the previous 2.74% increase from January) would be 6.46%.

How Will the 2.5% Performance Pool Salary Increase be Provided?

The "Deal Points" performance pool reward will be paid in accordance with your prior P4P rewards (per the MOU), except that the reward amount will be split 50% base building and 50% lump sum. The lump sum payments will be paid out in January 2013; the base building portion of the increase will be added to your paycheck in January 2013 and continue each pay period beyond. For the 2011 performance year, if you were rated "meets expectations", a salary increase would not be provided; if you were rated "exceeds expectations", a salary increase of 2% to 2.9% would be provided; if you were rated "exceptional, a salary increase of 3% to 5% would be provided. As you may recall, in 2010 85% of managers received a P4P reward payment. Note: you will not be permitted to select a lump sum payment for this reward.

Voting Meeting:

Just a reminder – a meeting is scheduled for December 3, 2013 @ 3:00 pm (sign-in beginning at 2:30 pm) in the Board of Supervisors Hearing Room. Please plan on attending this important meeting where you will be asked to vote on the "Deal Points" which are posted on the OCMA web-site. Thank you.