

OCMA Update (12-18-12):

The OCMA Board of Directors wishes each manager Happy Holidays.

Employment Contract Update: OCMA is pleased to report that today the Board of Supervisors approved the OCMA 2011-14 MOU (employment contract) which was ratified (by a significant margin) by the OCMA membership on December 3, 2012. Approval of this contract settles the 2011 P4P Arbitration and Writ of Mandate filed on behalf of the OCMA membership. This action ends an approximate two years of negotiations with the County and finally provides a long awaited 2011 performance base increase. Unfortunately it comes with an increase in retirement contributions, but at least this will occur much later than the County originally planned.

The OCMA Board of Directors wishes to express appreciation for the support of the membership as we worked through this difficult process. During 2013 OCMA will be asking the membership what changes you want to see in the P4P program, so please start giving it some thought. We will be meeting with the County to discuss P4P in the next few months.

Also, today the Board of Supervisors approved the retirement rate for newly hired County employees. Instead of adopting the PERBA rate/formula of 2% @ 62, the County voted to continue the 1.67% @ 65, which unfortunately is allowed by the new law.

P4P Increases and Retirement Contributions: OCMA has been working with the County in regard to the timing of your P4P salary increase and your additional retirement contribution (pick-up#1). OCMA has stressed the importance of the additional retirement contribution and the pay increase occurring in the same pay period. At this time, it is projected that both changes will be processed in pay period #3, which will be reflected on your check of February 1, 2013. If for any reason the County cannot implement the wage increase at the same time as the additional retirement contribution, the County will issue salary checks retroactive to the date of the implementation of the increased retirement deduction.

Equity Review Update: The equity review process is ongoing, with the analysis of the requests almost complete. Due to the large number of requests received this year, the review process will likely take another couple of months. Our target completion date is now February 2013.

Holiday Party Report:

Over two hundred managers attended the 12-5-12 OCMA Holiday Party held at Original Mike's. All attendees received a "collapsible cooler with built-in ice", and opportunity drawings provided several special gift baskets, dinners, massage packages, and an IPAD for the lucky winners. Based on reports from attendees – everyone had a great time.

Happy New Year – here's hoping for a happy and healthy 2013 for everyone!