

OCMA Membership Update (March 2013)

2012 Equity Request Recap:

The 2012 Equity Review process was completed in mid-February 2013. There were 141 requests received in 2012. Of those 13 were duplicates (received from the individual manager and requested by the County Department also). Approximately half, or 68 requests were approved, and 73 requests were denied, resulting in approximately \$ 303,000 in increased annual payments to managers, effective 2-22-13.

The equity process calls for three separate entities to review each request: OCMA, Central Human Resources, and the applicable County Department/Agency. The analysis guidelines are established, with the intention of treating each request fairly and to ensure that “like positions” countywide are compensated generally similarly. We thank each requestor for his/her patience, as the 2012 process took more time than we had predicted. That said, congratulations to those who received much deserved salary increases during this process. The next Equity Review Request opportunity will be in July 2013.

Pay For Performance and Insurance Cafeteria/Flex Benefit Spending Plan Survey Results:

OCMA wishes to thank those members who took the time to respond to the recent survey. We received 88 member responses, representing approximately 11% of the membership. Following are the major perspectives that were shared – the term “most” signifies a significant margin, and the term “many” signifies a slight majority of responses.

Pay For Performance (P4P):

- Most managers believe that the P4P program needs some changes.
- Many believe that “competencies” should be revised.
- Most believe the “goal” section should be eliminated/deemphasized.
- Most believe the “reward” calculation works well.
- Most believe that all managers rated meets, exceeds, exceptional should receive a proportionate reward.
- Most would like to see step increased adopted.
- Many would prefer salary increases tied to the economic factors.
- Most believe performance should be tied to salary increases.
- If base-building increases were not possible, most would prefer bonuses; many do not want AL.
- Most believe their evaluations are changed by other than their direct supervisor.

Flex Benefit Plan:

- Most believe that OCMA should look into a flex benefit plan.
- Most would like vision to be included as a county benefit
- Most would like long term care to be included as an optional benefit.
- Most do not use the current County Annual Physical.

Along with the above major survey responses, managers offered a myriad of P4P suggestions and additional flex benefit suggestions that OCAA will consider during meetings with the County.

Consultant Report – Retirement:

As you may recall, OCMA was contacted by the County in January 2013 requesting that a decision be made as to the future retirement contributions for new managers. New managers hired after 1-1-13 will receive the retirement benefit formula of 1.62% @ 65, which includes an optional 2% County

matched, deferred compensation contribution. Managers hired prior to January 1, 2013 receive a retirement formula of 2.7% @ 55. The question is “should new managers be required to pay a proportionate share of the reverse pick up into the retirement fund for those managers who receive the 2.7% @ 55 enhanced retirement formula”?

OCMA hired the firm Rael-Letson to provide a report addressing retirement issues, including information in regard to this specific question. The report is posted on the OCMA web-site for your information and review. Upon careful consideration, the OCAA Board of Directors has determined that the newly hired managers will pay a proportionate share of the reverse pick up into the retirement fund for those managers who receive the 2.7% @ 55 retirement formula.