

## **OCMA Membership Update**

### **OCMA Changes:**

The OCMA Board of Directors announces some significant changes in the OCMA Board of Directors and in the Executive Director position. First, there are two members of the Board of Directors whose retirement from County service will no longer allow them to participate as OCMA Board members. OCMA President Mark McDorman retired in June 2013 and Mike Montijo will retire in September 2013. Karen Davis, the OCMA Executive Director since 2005, will be retiring soon also.

The Board of Director retirements will prompt an early election for two new Board members. Retiree Mark McDorman has accepted the position of Executive Director for OCMA, thereby ensuring continuity for the Association. Karen Davis will stay aboard to train Mark and ensure a smooth transition. Both Karen and Mark will be available to assist the membership over the next few months, until the baton is formally passed to Mark.

### **OCMA Board of Directors Elections:**

OCMA Bylaws state that elections for the OCMA Board of Directors will be completed by the end of November each year. This year OCMA will be starting the process early, as there are two OCAA Board members who are retiring. We are looking for “a few good men and women” to help lead OCMA. The Bylaws state that “the intent is that Board membership should reflect the broad spectrum of County managers in various departments and agencies”. We would like to see the Board more reflect the make-up of County managers. We encourage all interested managers to run for this office, but particularly less tenured managers and female managers in order to offer a broader spectrum of representation on the Board.

Nomination forms are posted on the OCMA website, under “forms” and need to be completed and delivered to the OCMA office by August 7<sup>th</sup> in order to be on the upcoming ballot. We want to finalize the election by mid-September 2013.

### **2013 Equity Review Requests:**

Good news! OCMA is pleased to announce that the 2013 Market/Equity Request process will begin on 7-26-13, your requests are due by 8-23-13 at 5 pm, with the goal of project completion by November 6, 2013.

An equity request can be brought forward by a County Department/Agency or by OCMA, on behalf of individual managers. Due to the County’s continuing budget shortfall, we do not anticipate many equity requests will be brought forward from County Department/Agencies this year. OCMA will bring forward viable manager’s equity requests for consideration in 2013.

The 2013 Market/Equity Request format is available on the OCMA website, [www.ocma.info](http://www.ocma.info), by clicking “forms” on the home page, then clicking 2013 Market/Equity Request. Please submit a form, with justification and organization chart, only if you believe there is a SIGNIFICANT difference in your pay when compared to your specific peer positions. Also, Pay for Performance (P4P) increases of employee’s pay (peers) will not be considered for purposes of comparisons when evaluating requests.

When reviewing the requests, highest consideration will be given to:

- Managers whose pay is not in the same “range” as peer positions (more than a 5% difference) when compared to managers with the same responsibilities, duties, tenure, etc.
- Managers in unique positions where peer comparisons do not exist in the County and external comparisons justify that the manager’s current pay is unrealistically low.

An equity request will not be considered if:

- The manager has not passed probation in your current classification
- If manager received an equity increase in 2012
- There is not a significant pay differential between you and other managers with the same responsibilities

Please submit your 2013 Equity Requests (complete with request form, justification - limited to two pages - and organization chart) to OCMA by dropping it off at the office (if the office is locked, simply slip it under the door), mailing it to the office, faxing it to 714-953-6262, or by e-mail to [kdavis@OCMA.info](mailto:kdavis@OCMA.info) - as soon as possible, but prior to 5:00 pm on 8-23-13.