

ORANGE COUNTY MANAGERS ASSOCIATION (OCMA)

Minutes of February 8, 2005 Meeting
Orange County Historic Courthouse, Santa Ana, CA

OBTAIN INFORMATION AT OUR WEBSITE: www.ocma.info

PRESENT: Board Members Linda Robinson, Dave Sankey, Joe Kiraly and Mike McMillan. Business Manager Emeritus Ralph Dumke, OCMA Executive Director Karen Davis, 86 Administrative Mangers. (sign-in sheets on file)

I. CALL TO ORDER

The meeting was called to order at 12:01 P.M. Linda welcomed members and thanked them for coming. The Board of Directors introduced themselves.

II. APPROVAL OF MINUTES – November 9, 2004 Meeting

The minutes from the November 9th meeting were presented for review and approval. Mike called for a motion which was made and seconded to approve the minutes; they were unanimously approved.

III. TREASURER'S REPORT

Dave presented a verbal financial report and told members that an audit of OCMA financials is underway by a CPA firm. When completed, the report will be made available to the membership.

IV. COMMITTEE REPORTS

- **Membership:** Debbie Lakin reported that OCMA currently represents approximately 845 administrative managers; 645 are dues paying members. **Performance/Compensation (MAP) and Appeal Process:** Linda provided an introduction of MAP and Karen provided some details as to where we currently are in the process. The MAP “performance” and “classification” portions of the program were approved by the Board of Supervisors on November 23, 2004; the “compensation” portion of the program was approved on January 25, 2005. The only change made to the compensation piece was to reduce the Broadband from a high of \$ 93 to \$ 85. This change does not impact any manager in the County. Currently, County HR and ER are working with Department Heads to determine MAP allocations and exceptions. It is our understanding that within two weeks, managers will be notified of their allocation. If a manager believes his/her allocation is not appropriate, a 30 day appeal process will be provided. Appeals will be sent to OCMA; an appeal form will be posted on the web-site. OCMA will take these appeals back to the County for review/discussion.

V. RETIREMENT PRESENTATION/QUESTIONS

Karen introduced Jim Buck, Assistant CEO, Orange County Employees Retirement System (OCERS). Jim provided a 30 minute overview of retirement issues, focusing on the 2.7% at 55 enhancement. Hand-outs were provided to attendees (on file in the OCMA office). The presentation, which will be posted

on the OCMA web-site, included discussing the defined benefit plan, including specific factors included in retirement calculations; the components of plan I and plan J (formally tier I and tier II respectively); the actual benefit calculations (what is and is not included); retirement payment information; some sample benefit calculations/comparisons. **Note: during the presentation and in response to questions, Jim made an error in regard to sick leave payoff and how it is computed upon retirement. He stated in error that managers could cash out two separate increments of 96 hours on either side of a fiscal year, thereby doubling this factor when determining retirement payoffs . This is not true – an employee can only count 96 hours in a year.** Karen followed up on Jim’s presentation stating that OCMA plans to post retirement information on the web-site this month to assist managers who are considering retirement.

VI. 2005-06 CONTRACT NEGOTIATIONS

Linda noted that contract negotiations for the 2005-06 MOU has begun. She thanked members who provided negotiation suggestions and many were included in the negotiation items presented to the County. Negotiations are confidential and therefore information cannot be shared. We will keep you updated, as best we can, as we progress through the negotiation process.

IX. ANNOUNCEMENTS/OPEN DISCUSSION

- A. Linda discussed the need for succession planning, in that some OCMA Board members may retire soon and there are three director positions that will be up for election in September 2005.
- B. Karen discussed some options that could help to minimize the upcoming 6.04% cost for the enhanced retirement contribution that will go into effect in July 2005. Since members are now preparing their taxes, it is timely to consider some of these options that may help to minimize this cost:
 - Consider reducing your contribution to deferred comp. as the enhanced retirement benefit will likely out-weigh the deferred comp. benefit.
 - Review the exemptions you are claiming and reduce them if possible.
 - Evaluate taking cash payment for your OBP to increase your bi-weekly take home pay.
- C. Karen indicated that several members have contacted the OCMA web-site expressing that they feel “stuck” mid-way in their compensation bracket, while new managers are being hired/promoted at higher salary rates. OCMA is hopeful that this situation will be addressed in the current negotiations.

X. SCHEDULE NEXT MEETING/ADJORNMENT

This meeting was adjourned at 1:32 P.M. The next meeting is scheduled on May 10, 2005.