

**ORANGE COUNTY MANAGERS ASSOCIATION (OCMA)**

Minutes of May 10, 2005 Meeting

Orange County Historic Courthouse, Santa Ana, CA

**OBTAIN INFORMATION AT OUR WEBSITE:** [www.ocma.info](http://www.ocma.info)

**PRESENT:** Board Members Linda Robinson, Frank Madrigal, Dave Sankey, Joe Kiraly and Mike McMillan. Business Manager Emeritus Ralph Dumke, OCMA Executive Director Karen Davis, 83 Administrative Managers. (sign-in sheets on file)

**I. CALL TO ORDER**

The meeting was called to order at 12:07 P.M. Linda welcomed members and thanked them for coming. The Board of Directors introduced themselves.

**II. APPROVAL OF MINUTES – February 8, 2005 Meeting**

The minutes from the February 8th 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 the audit of OCMA financials was completed by a local firm, Sweek Connolly Co. Dave was pleased to report that our first audit for the years 2002, 2003, 2004 resulted in an unqualified opinion. Copies of the Audit Report are here and available to any member who wishes to have one. Dave noted that some of OCMA's funds were deposited in a short term Certificate of Deposit in order to earn more interest. Also, Dave reported that he was a representative on the Deferred Compensation Committee and that soon loans will be made available from your deferred comp. account.

**IV. COMMITTEE REPORTS**

- **Membership:** Debbie Lakin reported that OCMA currently represents approximately 850 administrative managers; 642 are dues paying members, with 15 new members in process. Debbie discussed the importance of existing managers talking to new or non-dues paying managers to encourage their membership in OCMA.

**Performance/Compensation (MAP) and Appeal Process:** Karen presented a short history of MAP and its intent, and then discussed the current MAP allocation appeal process. In January, central Employee Relations notified Department Heads of each manager's classification and those Department Heads had the opportunity to recommended changes (up or down) to the manager's allocations. Unfortunately, this process was not as seamless as OCMA would have liked – with only nine changes approved Countywide. Fortunately OCMA had negotiated a process that provided managers the opportunity to appeal their allocation levels directly to OCMA. OCMA received 53 individual appeals from managers and filed approximately 30 appeals in behalf of County Human Resource Managers and Probation

Directors and Assistant Directors. OCMA has met with the County over the past two months negotiating these allocations. Also, OCMA provided the opportunity for specific managers to meet directly with central Human Resources/Employee Relations to make a personal appeal, when OCMA was not successful negotiating a higher allocation on the manager's behalf. Now, the process is almost complete, resulting in well over half the managers being upgraded to a higher allocation level. OCMA thanked the Departmental HR managers, several Department Heads, and the County for their support and assistance during this process. Final decisions will soon be communicated by OCMA or Department Heads.

**V. 2005-06 CONTRACT NEGOTIATIONS**

Linda provided an overview of current contract negotiations. She noted that there have been some delays in OCMA negotiations. Some of the delays are attributed to the selection of a new Employee Relations Director and the loss of the Human Resources Director. She thanked members who provided negotiation suggestions and many are included in the negotiation items presented to the County. We continue to work toward a new contract and hope that in the near future OCMA managers will be voting on a contract, which could include an extension of our current contract or a one year/or multi-year contract. Negotiations are confidential and therefore information cannot be shared. We will keep you updated, as best we can, as we progress through the process.

**VI. RETIREE MEDICAL UPDATE**

Frank, as OCMA representative on the Retiree Medical Committee, reported on their last meeting. Frank indicated that various options are being considered to address the funding issue. Any change to this benefit is subject to the "meet and confer" process. Most likely, nothing will go into effect for the next couple of years. Decisions will not be made in time for 2005 retiree consideration.

**VII. ANNOUNCEMENTS/OPEN DISCUSSION**

Upcoming Board of Directors Election: Karen reported that three OCMA Board members were up for election (Dave Sankey, Linda Robinson, Joe Kiraly). Over the next two years OCMA could have up to three vacancies on the Board. Karen encouraged managers to give some personal thought to running for office or to encourage someone you respect to run for office. Karen mentioned how dedicated our current Board of Directors have been and remarked on their tireless efforts on behalf of OCMA. August 9<sup>th</sup> will be the Board of Directors election – contact Karen for a nomination form.

**VIII. SCHEDULE NEXT MEETING/ADJORNMENT**

Linda read an inspirational poem and asked managers to take care of themselves, their families and each other. This meeting was adjourned at 12:50 P.M. The next meeting is scheduled on August 9, 2005.