

# ORANGE COUNTY MANAGERS ASSOCIATION (OCMA)

Minutes of November 14, 2006 Meeting  
Orange County Historic Courthouse, Santa Ana, CA

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

Present: Board Members Dave Sankey, Mark McDorman, Vicki Stewart, and OCMA Executive Director Karen Davis, plus 85 Administrative Managers (sign-in sheets on file).

## **I. CALL TO ORDER**

The meeting was called to order at 12:05 pm. Dave welcomed everyone and thanked managers for attending. Dave indicated that an overview of the 2006 employment contract is posted on the OCMA web-site. Managers retroactive pay will be provided by a paper paycheck on 12-8-06. OCMA will hire a consultant to review pension and medical plan issues; committee volunteers are needed to work with the consultant. Those interested are asked to contact us on our web-site.

## **II. APPROVAL OF MINUTES OF August 15, 2006 MEETING**

The minutes from the August 15th meeting were presented for review and approval. Vicki called for a motion which was seconded by Joe Kiraly to approve the minutes; they were approved unanimously.

## **III. TRESURER'S REPORT**

The Treasurers report was postponed to the next meeting.

## **IV. COMMITTEE REPORTS**

- **Membership:** Karen reported that OCMA currently has 668 dues paying members of approximately 910 total administrative managers

## **V. EQUITY ADJUSTMENTS UPDATE**

Karen reported that the Auditor-Controller's Classification ASR was pulled from today's Board of Supervisors agenda in order to respond to questions. Upon future approval, OCMA will request a salary review of Financial Managers/accountants. Central Human Resources has indicated that they are reviewing approximately 10 management positions for upgrade to Executive Management – this is a meet and confer issue and OCMA will be discussing this over the next few months.

OCMA is working on several equity issues:

- SSA has approximately 20 positions in review.
- HCA has just approved 18 salary adjustments, retroactive to May 2006, for managers whose salaries were compacted by the recent "Nurses" market rate adjustment. HCA management and their Departmental HR were very cooperative in this effort.
- Approval of a recent "Project Manager" market adjustment prompted a review and upgrade of several management positions who supervise Project Managers, in the following departments: Airport, SSA, RDMD, Sheriff, Library and IWMD.

**VI. 2007 OCMA CONTRACT NEGOTIATIONS**

Dave discussed the 2007 negotiations for the OCMA contract and reported that we have begun negotiations with the County. We had a good response from the survey regarding negotiation priorities from members; the responses were very helpful and will be used to develop the OCMA strategy for negotiations. It will be no surprise to anyone that a salary increase was the number one priority. We will begin to work with the County on developing a personal Health Savings Account – the money put into this account is limited for use for health issues and has IRS guidelines controlling the account. Also, our last updated MOU is 2004-05 and needs to be updated to cover the many changes over the past few years.

**VII. MEMBER BENEFIT PROGRAM UPDATE/OPEN ENROLLMENT/WEB-SITE UPDATE**

Karen reported that OCMA has updated our web-site and added a section for manager benefits. It can be used as a referral source for new managers, as this “benefit section” includes County provided benefits as well as supplemental benefits offered by OCMA.

The OCMA Board of Directors authorized two new supplemental benefits to be offered this year: Pre-paid legal and Long Term Care. Our other three benefits will continue to be offered to dues paying members: Supplemental Dental, Vision, and your free Personal Accident and Medical Evacuation Service plan. Steve Pettee was introduced, who provided additional detail on each of the benefits. Our Insurance Administrator, Pacific Group, has set up a web-site where you can download claim forms, get detailed information on the plans, and print out your Personal Accident Policy. The web-site is [www.pgagencies/ocma](http://www.pgagencies/ocma).

**VIII. ELECTION OF BOARD OF DIRECTORS MEMBERS**

Karen indicated that there are five members on the OCMA Board of Directors; two seats are up for election. Four nominees were introduced and asked to speak for one minute as to why they wanted to be a Board member. The nominees were: Vicki Stewart, Mark McDorman, Tony Bernard, and Oscar Garza. Members were asked to vote for two candidates. The ballots were collected and counted directly after the meeting. Results will be posted on the web-site.

**IX. OTHER ITEMS**

Dave announced that the OCMA Holiday Party will be held on December 6, 2006, beginning at 5:00 pm, at Original Mike’s. He encouraged members to attend and to bring other managers to this event.

**X. ADJOURNMENT**

The membership was thanked for attending and the meeting was adjourned at 12:55 pm.