

ORANGE COUNTY MANAGERS ASSOCIATION (OCMA)

Minutes of February 7, 2006 Meeting
Orange County Historic Courthouse, Santa Ana, CA

OBTAIN INFORMATION AT OUR WEB-SITE: www.ocma.info

Present: Board Members Dave Sankey, Vicki Stewart, and OCMA Executive Director Karen Davis, and 33 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. He discussed OCMA's 2005 Holiday Event which this year was held at Original Mike's. Dave noted that CEO Tom Mauk and several Department Heads attended; the event was a success and he is hopeful that even more managers will attend this year. Also, Dave indicated that the County's Leadership Academy recently graduated 120 managers and remarked that OCMA is extremely supportive of this training opportunity. Dave thanked Karen for assisting 60 managers with workplace issues that have been resolved over the past 2 years.

II. APPROVAL OF MINUTES OF AUGUST 9, 2005 MEETING

The minutes from the November 8, 2005 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

Dave presented a verbal financial report, indicating that OCMA was solvent and that we are now investing in short term CDs to enhance interest paid on members dues.

IV. COMMITTEE REPORTS

- **Membership:** Debbie Lakin reported that OCMA currently has 610 dues paying members of approximately 890 total administrative managers. Karen explained that the total number of managers that OCMA represents increased by approximately 50 as a result of County Counsel's decision that unrepresented and confidential managers could now be represented by OCMA. A membership committee is now formed to assist the OCMA Board of Directors. The committee members were introduced and appreciation was expressed by Debbie: Members include Debbie Lakin (Chairman), Kim Evans, Suzanne McClanahan, Joe Kiraly, and Lorna Winterrowd. Also, Debbie asked for volunteers from HCA and Sheriff's Office to become committee members.

V. CONTRACT NEGOTIATION UPDATE

Dave discussed the Enhanced Retirement .6% increased cost to managers, indicating that a thorough review of the County calculations resulted in OCMA accepting that the increase in cost was warranted. OCMA met with the County and reviewed calculations provided by David Sundstrom. The previously unrepresented managers in the County have been paying the additional .6% for the past six months – so,

OCMA members received an approximate/average \$ 200 saving by not paying the enhanced rate since July 2005.

Dave presented the highlights of the recent contract extension, including a one-time 20 hour increase in comp. time, an increase from 80 hrs. to 90 hrs. in vacation/annual leave pay out, holiday pay standardization, and a 2% pay increase.

Also, Dave discussed the focus of the 2006-07 Contract Negotiations, stating that negotiations will reconvene on March 1st. Funding the performance pool for managers is the number one priority (based on member survey responses) – retiree medical is a stumbling block and must be addressed in this negotiation.

VI. MEMBER BENEFIT REPORT and MAP ANNUAL REVIEW

- **Benefit Report:** Karen presented a report on potential OCMA benefits. A recent benefit survey concluded that members were interested in additional dental, vision, and long term care benefits. During the past quarter, OCMA has collected information and has preliminarily reviewed documentation from seven benefit providers. The OCMA Board of Directors has selected two vendors to provide benefit plan bids, which are due by month end. OCMA has worked with County HR and the Auditor-Controller to facilitate benefits and payroll deductions. Also, the Board has determined that the program will be administered by a third party provider, paid through commissions, with no dues money expended in this regard.
- **MAP:** Karen discussed the Management Appraisal Program (MAP), indicating that most of 2004 was spent on plan design and training. MAP was put into effect in January 2005 and we have just completed our first year of the program. Through negotiations/commitments with the County, OCMA and the County will be reviewing MAP (the pros and cons) soon. Please e-mail any comments that you have so we can include your thoughts in the discussions with the County.

VII. OTHER ISSUES

Dave discussed that OCMA has been contacted by the County regarding a “meet and confer” issue – A New Code of Conduct. We know nothing more at this time, so if managers hear anything, be sure to let us know.

Wendy Aquin brought up the issue of new managers not being contacted in a timely manner by County Employee Benefits to sign up for their new “manager” benefits. She suggested that something be put together to provide this information to new managers. Dave thought that it was a good idea and OCMA will put something on the web-site in conjunction with the upcoming new OCMA additional benefit plans.

VIII. ADJOURNMENT

The membership was thanked for attending and the meeting was adjourned at 12:50 pm.