

# **ORANGE COUNTY MANAGERS ASSOCIATION (OCMA)**

Minutes of May 9, 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, Dana Ohansian, Vicki Stewart, Sharron Gibson, OCMA Executive Director Karen Davis, and 99 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 asked first time attending managers to stand and introduce themselves. Dave reported thus far that Karen (OCMA) has represented 76 managers with employment issues. Dave asked the OCMA Board of Directors to introduce themselves. Dave noted that a few managers apparently did not receive their January 2006 salary increase – he asked managers to let him know if the increase was not received. Dave identified a potential problem regarding dental benefit payments and a procedural change that Joe Kiraly originally brought forth and asked members to pay particular attention to payment for dental procedures.

## **II. APPROVAL OF MINUTES OF February 7, 2006 MEETING**

The minutes from the February 7th 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**

Dana presented a verbal financial report, indicating that OCMA was solvent. Dana indicated that OCMA's 2005 Financial Statement, which noted no irregularities, was available if any member wanted a copy.

## **IV. COMMITTEE REPORTS**

- **Membership:** Debbie Lakin reported that OCMA currently has 582 dues paying members of approximately 915 total administrative managers. This total number includes recent retirees. Debbie asked for volunteers to help in the membership committee.

## **V. CONTRACT NEGOTIATION UPDATE**

Dave began the discussions indicating that retiree medical was the hold-up on negotiations. OCMA has been waiting for the coalition to present their retiree medical plan. The County reports that Retiree Medical has a \$ 1.4 billion unfunded liability and a fund cash flow problem. The OCMA Board, with the assistance of the retiree medical committee and Gaylan Harris, has reviewed the County's information and has presented an analysis to the County identifying several areas in the actuary report that we believe have assumption errors. We are awaiting the County's response. Although the Board understands that funding the performance pool for

managers is the number one priority – retiree medical is still a stumbling block and must be addressed in this negotiation, which is slated to re-convene 5-31-06.

Several concerns were brought forth by members. Question: We do not want to give up equity for retirees – we are paying for the enhanced retirement and will be for some time. Response: Dave stated that we cannot speak for/nor represent retirees, however we will all retire someday and don't want to sell retirees down the river. Our number one priority absolutely is pay raises for our members. Question: Is the 1% in jeopardy, some people have left the County and didn't get their retirement contribution? Response: Managers who leave the County should have received their 1% contribution. During negotiations, everything is on the table – we can't comment on specifics however. Question: Why is OCMA not a part of the coalition? Response: We would like to play a role in the coalition, however we need to gain their trust – right now they are not open to us – but we are working on it.

#### **VI. MEMBER BENEFIT PROGRAM ANNOUNCEMENT**

Karen was excited to report on OCMA's new benefit program, recently approved by the Board of Directors. Karen recapped the results of a member benefit survey conducted several months ago. She said that seven benefit providers were reviewed. It was narrowed to two, who provided formal proposals – the Pacific Group was selected as our benefit provider. OCMA's benefit program will be in two phases: Phase I will include a Personal Accident Insurance Policy, a supplemental dental plan and a vision plan. Phase II will include Long Term Care and Pre-paid Legal Services.

The Board of Directors wanted to “give something back” to our dues paying members. Therefore, a Personal Accident Insurance Policy, in an amount of \$ 10,000, will be provided free to charge to all OCMA dues paying members. This policy will not only cover the member, but their immediate family also. Coverage will begin in July 2006, upon receipt of a member signed enrollment form – which will be included in the insurance packet that will be mailed to you shortly.

Karen introduced Steve Pettee, Pacific Group, who discussed the Phase I programs and reviewed the program hand-outs that were provided to all meeting attendees. A complete set of Benefit Program information/plan programs will be mailed to all dues paying OCMA members, for sign-up by June 15, 2006. The Benefit Packet will be mailed to members at their home, by the end of this month.

#### **VII. ADJOURNMENT**

The membership was thanked for attending and the meeting was adjourned at 12:58 pm.