

ORANGE COUNTY MANAGERS ASSOCIATION (OCMA)
Minutes of November 14, 2007 Meeting
Board of Supervisors Meeting Room, Hall of Administration, Santa Ana, CA
OBTAIN INFORMATION AT OUR WEB-SITE: www.ocma.info

Present: Board Members Dave Sankey, Sharron Gibson, Dana Ohanesian, Tony Bernard, and OCMA Executive Director Karen Davis, plus 78 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 and introduced the Board of Directors, executive director and volunteers. Dave discussed some of the issues that are in the newspaper these days regarding County elected officials and let managers know they have a place to go if they note indiscretions in the workplace. OCMA is here to help you. If you feel you need assistance, and you don't feel comfortable approaching the issue within your department, call OCMA – everything will be treated confidentially. You may just want to discuss an issue, or ask for some advise – we are an additional resource to you. Also, Dave recognized Dana, whose Board term is ending, and thanked him for his service to OCMA.

II. ELECTION OF OCMA BOARD OF DIRECTORS

Karen explained the voting process for OCMA Board of Directors, indicating that it was a secret ballot cast by members attending the November Membership Meeting. She called on the candidates to provide a short statement as to why they should be elected to the Board. Then, Karen asked the members to cast their votes. There are three openings on the Board. The election resulted in Dave Sankey being re-elected for a fourth term and Sharron Gibson Casler being re-elected to a second term in office. Also, Mark McDorman was elected to a new term in 2008.

III. APPROVAL OF MINUTES OF August 15, 2007 MEETING

The minutes from the August 15th meeting were presented for review and approval. Karen asked for a motion to approve the minutes, a member called for approval of the minutes, seconded by Bob Genzel, and the motion was unanimously approved.

IV. TRESURER'S REPORT

The Treasurers report was provided by Dana. This verbal report identified where OCMA funds were deposited, indicated that the fund was solvent, and provided specifics as to the fund balances. Dana indicated that he has enjoyed his time on the Board of Directors, but due to new commitments, he didn't think he could do the job justice for the next couple of years.

V. COMMITTEE REPORTS

- **Membership:** Debra Lakin reported that OCMA currently has 742 dues paying members of approximately 1,006 total administrative managers. She encouraged managers to speak with newly promoted/hired managers and encourage OCMA membership. Debra said that this approach brings in the most new members.

VI. COMPENSATION STUDY UPDATE

K& H Consulting was hired by the County to complete a three phase study regarding employee compensation. The final Phase I report is complete, which benchmarked 54 County positions. Management positions fared well in the study. Phase II is devoted to recruitment/retention and included a half day discussion meeting with private/public sector and some County HR and other managers. Results of this report is pending. Phase III is devoted to training County Human Resources staff in the methodology to continue this benchmarking process.

VII. PAY FOR PERFORMANCE STATUS/UPDATE

Karen reported that the OCMA 2007-10 MOU provided for the County and OCMA to work together to develop a Pay-For-Performance (P4P) Plan for managers. The program is slated to begin in the 2008 evaluation year; 2007 evaluation year salary increases of 2% for standard and above performance will be paid beginning the first pay period of January 2008.

Development activities began in April 2007, with the first County meeting and development of a working committee (made up of managers just like you) and a County Steering Committee. The working committee including Robin Russell - Chair, Steve Danley, Bill Castro, Kim Evans, Barbara Mizarak, Oscar Garza and Karen Davis was introduced. A Phase I Research and Conceptual Direction Report was provided in June/August. The OCMA membership was surveyed in September, with development of new evaluation criteria and program information (including evaluation forms, processes, recommended policies) in November. Coordination with stakeholders is slated for December, with implementation and training in early 2008.

Highlights of the OCMA Performance Pool Questionnaire/Survey were reported, including managers desire for no quotas, an appeal process, more standardization County-wide, fewer goals, and a cap placed on the amount of the performance reward. These responses helped to mold the new Pay-For-Performance Draft Plan. The plan is still unfolding and will need to be negotiated with OCMA/County. Final plan information will be provided to the membership prior to Board of Supervisors adoption.

VIII. COUNTY MEDICAL BENEFIT CHANGES – 2008

Dave told members that by now they should have received their County health care open enrollment packages. County open enrollment closes on 11-27-07 so if you are going to make a change in your health care provider, it must be done by this time. Questions are to be referred to the County Benefits Office.

IX. OCMA SUPPLEMENTAL BENEFITS – OPEN ENROLLMENT

Steve Pettee, OCMA's Insurance Agent – from PacificCare Group, was introduced. Steve told attendees that they should have received an open enrollment package from PacificGroup earlier in the month. The open enrollment deadline has been extended to 12-12-07. New supplemental benefits will begin January 1, 2008. A hand-out was provided to attendees summarizing OCMA's benefits, including the \$ 25,000 Personal Accident Policy (free to all members), vision, dental, and legal services.

X. OTHER ISSUES

OCMA Holiday Event: Attendees were asked to mark their calendars for Tuesday, December 4th, beginning at 5:00 PM, for the OCMA Holiday Event, which will be held, again, at Original Mikes in Santa Ana. It's a lot of fun. We had approximately 150 attendees in 2006 – we'd like to top that number this year, so please plan to attend.

Retiree Medical: Bob Genzel asked OCMA to consider proving the retirees with a donation to their legal fund to fight the current County retiree medical decisions. He indicated that "we will all be there someday" and he felt it was a good use of OCMA money. A straw vote was taken and most attendees thought it was worth looking into. Dave said that we'd get our attorney involved and contact the Retirees Association Leadership to open a dialogue.

XI. ADJOURNMENT

The membership was thanked for attending and the meeting was adjourned at 1:10 pm.