

ORANGE COUNTY MANAGERS ASSOCIATION (OCMA)

Minutes of February 13, 2007 Meeting
Orange County Historic Courthouse, Santa Ana, CA

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

Present: Board Members Dave Sankey, Sharron Gibson, Tony Bernard, Oscar Garza and OCMA Executive Director Karen Davis, plus only 34 Administrative Managers (sign-in sheets on file).

I. CALL TO ORDER

The meeting was called to order at 12:10 pm. Dave welcomed everyone and thanked managers for attending, then introduced the Board of Directors. Dave discussed the following issues:

- **Holiday Event:** Our December 2006 Holiday Event, held at Original Mike's, was very successful, with over 150 attendees. Several Department Heads attended, as well as CEO Tom Mauk. We received feedback that the event was enjoyed by our members – if you missed last year's event, be sure to attend in 2007.
- OCMA was invited to Sheriff Corona's "Signing the Oath of Office" ceremony. Dave, Sharron, and Karen attended the ceremony. Karen represented OCMA at the swearing in ceremony of Supervisor Pat Bates.
- **Retroactive Pay and January 2007 2% salary increase:** Many have already received their retroactive pay checks and the remaining managers will receive them this month. Some managers, and OCMA, have expressed frustration with the timelines for the retroactive pay and although they were delayed, our fellow managers in the Auditor-Controller Office worked endless hours to produce the checks. We are all appreciative that they have finally arrived.
- Dave mentioned that Karen represents managers in regard to workplace disciplinary issues – many of the problems arise from using County computers and e-mail for personal purposes. This is a reminder that anything you place on a County computer is not private and that for the most part, County computers/e-mail should only be used for business purposes.
- Many of you already know of the recent Salary compensation/benchmark market study that was approved by the Board of Supervisors last month. Karen was asked to represent OCMA on the Steering Committee for this County project and we will be updating you on this issue as the study continues.
- **OCMA Membership Meeting location/dates:** Attendees were asked if they desired to continue meeting on Tuesdays at the Historic Courthouse or should we change our meeting to Wednesdays at the Board of Supervisors Planning Room, which would require a small fee to be paid. Discussion ensued, including a suggestion to research other locations in the Civic Center for our meetings.

II. APPROVAL OF MINUTES OF NOVEMBER 14, 2006 MEETING

The minutes from the November 14th meeting were presented for review and approval. Oscar asked for a motion to approve the minutes, Joe Kiraly called for

approval of the minutes, seconded by Debra Lakin, and the motion was unanimously approved.

III. TRESURER'S REPORT

The Treasurers report was provided by Karen, who reported that an internal audit had just been completed and that the OCMA funds were secure and appropriately reconciled. A verbal report was provided regarding OCMA funds on deposit and it was noted that an audit by a CPA, as required by our By-Laws, would take next month.

IV. COMMITTEE REPORTS

- **Membership:** Debra Lakin reported that OCMA currently has 673 dues paying members of approximately 910 total administrative managers.

V. 2007 OCMA CONTRACT NEGOTIATIONS

Dave discussed the 2007 negotiations for the OCMA contract and reported that we began negotiations with the County on November 8, 2006 and our next meeting with the County is scheduled for 2-21-07. Based on our recent survey, funding of the performance pool is the number one priority of our membership and the County wants a performance pool also – the level of funding remains at issue. Also, your negotiation team understands that the membership wants to ensure that all managers receive an annual salary increase. We will continue to represent your interests as we proceed through this process.

VI. MEMBER BENEFIT PROGRAM AND HEALTH SAVINGS PLAN UPDATE

Member benefits: Karen reported that OCMA's open enrollment for benefits closed in December 2006 and we had a great response, with members electing approximately 200 payroll deductions for various voluntary benefits. We still have approximately 25 managers who have not yet signed up for the free OCMA Personal Accident Insurance – if you haven't signed up yet – don't delay – it is a great benefit for you and your family.

Health Savings Plan: Dave and Karen will meet with the County on Thursday to begin discussions on an employee Health Savings Plan. Although OCMA is the only union pushing for this option, the plan will ultimately be available to all County employees. The plan is envisioned to be voluntary, funded by pre-tax compensation, portable (it's your money), and it can be used for health expenses after retirement. We will keep you updated on the progress.

VII. OTHER ITEMS

It was determined by the members present at today's meeting that our next membership meeting will be held in the Board Planning Room, on Wednesday, 5-16-07.

VIII. ADJOURNMENT

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