

ORANGE COUNTY MANAGERS ASSOCIATION (OCMA)
Minutes of August 15, 2007 Meeting
Board of Supervisors Planning 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, Oscar Garza, and Marianne Reinhold, OCMA attorney, OCMA Executive Director Karen Davis, plus 64 Administrative Managers (sign-in sheets on file).

I. CALL TO ORDER

The meeting was called to order at 12:01 pm. Dave welcomed everyone and thanked managers for attending. Dave discussed the following issues:

- Enhanced Benefits to Members – OCMA is now offering movie tickets at a discounted price. As an OCMA member, you may purchase movie tickets for \$5.00 each, with an annual maximum of 25 tickets per member. These are Regal Movie Tickets (for use at United, Edwards and Regal theatres). To purchase tickets, simply mail your request to the OCMA office, with a check payable to OCMA and a self addressed envelope; OCMA will mail the tickets to you. Or, if you prefer, call the office and make an appointment to pick up the tickets in person (be sure to bring a check or cash with you).
- 2008 Medical Plan Changes – As you know, the medical plan design changes that you approved in 2006 will begin in January 2008. Two areas have been enhanced to benefit managers in the PPO plans. Your “individual lifetime maximum” was \$2 million; it has been increased to \$3 million. Your “out of pocket maximum” was \$ 15,000 and now is only \$ 10,000. Both of these changes benefit managers.
- New Legal Counsel for OCMA - Marianne Reinhold, partner in the firm Reich, Ardell & Cvitan, was introduced and will be providing legal services to OCMA. Paul Crost, our previous legal counsel, has retired and will begin another career in mediation/arbitration. Marianne comes to us with the highest of recommendations and is the chief negotiator/legal counsel for the Orange County Attorneys Association also.
- Recent County Retirement Issues/Concerns – Dave explained to managers that the current issue that has been in the newspaper for some time regarding retirement is target toward AOCDS and it deals with the legality of the retroactivity of the retirement payment. OCMA should be okay, as there was no retroactivity granted – any managers receiving the enhanced retirement benefit did not retire prior to the enhanced benefit being made available in your employment contract. Of course there is a possibility that the County will visit retirement benefits in future negotiations and OCMA will be there to protect your interests; OCEA has a two year contract in place now and will be negotiating with the County prior to OCMA (3 year contract) – so OCMA will have some information in this regard prior to beginning our next negotiation session.

II. APPROVAL OF MINUTES OF May 16, 2007 MEETING

The minutes from the May 16th meeting were presented for review and approval. Oscar asked for a motion to approve the minutes, Mary Ellen called for approval of the minutes, seconded by Joe, and the motion was unanimously approved.

III. 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.

IV. COMMITTEE REPORTS

- **Membership:** Debra Lakin reported that OCMA currently has 715 dues paying members of approximately 1,000 total administrative managers. She encouraged managers to speak with newly promoted/hired managers and encourage OCMA membership.

V. EQUITY/MARKET REVIEW REQUESTS

Dave reported that the equity/market review was a three-prong process – requests were made by individual managers, OCMA and also by County Department Heads. The County and OCMA began meeting in early June to discuss ALL requests submitted. Final determinations have been made and 170 managers will receive equity increases as a result of this process. Dave indicated that this was the first time, to his knowledge, that manager's jobs were looked at from a County-wide perspective. Managers can expect to be notified of their individual equity increase amount by their Department Heads this week, or early next week. Equity increases are slated to be reflected on the September 7th paycheck.

VI. PAY FOR PERFORMANCE STATUS/UPDATE

Karen reported on progress on the Pay for Performance Program (P4P). This long awaited program is slated to be effective in January 2008 – however, if the plan is not finalized by that time, as a safeguard your contract includes a 2% general wage increase that will be provided to all managers and the P4P will begin in 2009. There are three components of the program. Phase I is the Research stage, which describes other P4P Plans and includes pros and cons of private and public sector programs in place in other arenas. This phase is complete and Phase II, designing the P4P program has begun. A survey of managers will be an integral part of this component – surveys will be sent to managers in early September to determine their desires. Phase III of the program is implementation and training. The P4P program has a Steering Committee and a Working Committee (made up of fellow managers) that is leading this project.

VII. COMPENSATION STUDY UPDATE

Karen reported that OCMA is participating on the Oversight Committee for the Compensation Study, which is being prepared by KH Consulting Group. KH

prepared the last compensation study in 1996, also. The Phase I draft report is complete, which benchmarked 54 County positions. The final report should be released soon and upon its release, information will be provided to you. Phase II is devoted to recruitment/retention and will include a half day discussion meeting with private/public sector and some County managers. Phase III is devoted to training County Human Resources staff in the methodology to continue this process.

VIII. UPCOMING OCMA BOARD OF DIRECTORS ELECTIONS

Karen announced that OCMA Board of Directors elections (for three positions) will occur in November 2007. She indicated that two of the three current Board members, whose positions are up for election, are planning to run for office again. Managers are encouraged to give some thought to running for the Board of Directors and she read a section of the OCMA By-Laws that encourages Board representation from a variety of County Department, thereby representing a cross-section of managers. If any manager is interesting in running for office, he/she must complete a Nomination Form and provide it to OCMA by 10-20-07. In order to obtain a Nomination form, please contact Karen at OCMA, by phone or e-mail.

IX. HAGLER FINANCIAL PLANNING SERVICES

Joe Hagler of Hagler Financial Planning Services offered a short presentation regarding this new free service that is being offered to OCMA dues paying managers. In order to take advantage of this excellent service, simply go to the OCMA web-site, click "Benefits", scroll down the last item listed, then click on "Financial Planning Services Now Offered", click on the link to Hagler Financial, info@haglerfs.com, to set an appointment, request information, etc. Also, you may contact Joe Hagler directly by phone at 714-633-0660.

X. OTHER ISSUES

OCMA Holiday Event: Attendees were asked to mark their calendars for Tuesday, December 4th, directly after work, for the OCMA Holiday Event, which will be held, again, at Original Mikes in Santa Ana. It's a lot of fun – please plan to attend.

XI. ADJOURNMENT

Greg asked that the Board of Directors follow the Richman Initiative, which affects governmental retirement. Marianne spoke to this issue and the Board assured managers that this initiative would be followed. The membership was thanked for attending and the meeting was adjourned at 1:00 pm.