

ORANGE COUNTY MANAGERS ASSOCIATION (OCMA)

Minutes of November 10, 2010 Membership Meeting-Board Planning Rm, Hall of Adm.,
Santa Ana, CA

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

Present: Board Members Mark McDorman, Sharron Gibson Casler, Stephen Schrieber-Smith, Mike Montijo and OCMA Executive Director Karen Davis, plus 40 Administrative Managers (sign-ins on file).

I. CALL TO ORDER

The meeting was called to order at 12:05 pm. Mark welcomed everyone and thanked managers for attending. He asked the Board members to introduce themselves and introduced the Executive Director. Also, Robert Rangel, who will be part of the 2010-11 negotiation team, was introduced. The following issues were reviewed:

- **Election Results:** Mark announced that Oscar and Stephen had been re-elected to the Board of Directors for 2011 and congratulated them.
- **Holiday Event:** Mark announced that this year's OCAA holiday event would be held on Thursday, 12-2-10, beginning at 5:00 pm, at Original Mike's (again). He asked the attendees to mark their calendars and discussed the great time that we have had in the past.
- **Board of Supervisors Meetings Ongoing:** Mark reported that he and Karen had met with Supervisor Pat Bates this morning and that meetings have been scheduled with all the Board offices. The purpose of the meetings are two-fold – to remind the Supervisors of what the managers have done over the past two years to help the County during these difficult financial times and to dispel the misinformation that has been put forward in the press and from other labor organizations in regard to manager's pay and benefits.

II. APPROVAL OF MINUTES OF THE AUGUST 4, 2010 MEETING

Stephen indicated that the meeting minutes from the prior membership meeting were posted on the web-site and provided at the meeting, then called for a motion to approve the minutes. Rhonda Marshall offered the motion to approve the minutes, seconded by David Thiesen and the minutes were approved by a vote of the attending membership.

III. TRESURER'S REPORT

A verbal Treasurers report was provided by Karen Davis, who told the group that OCMA was solvent and she provided the balance of OCMA assets.

IV. COMMITTEE REPORTS

- **Membership Committee:** Karen Davis reported that OCMA currently has 787 dues paying members out of approximately 1030 total County administrative managers, or approximately 78% of the managers are OCMA members. Karen reminded the group that \$ 30 will be paid to any member who brings in a new OCMA dues paying member.

V. PAY FOR PERFORMANCE RESULTS

Karen reported that \$ 2.6 million was made available for the 2009 salary pool. Of that, \$ 2.4 million was spent (almost the entire amount) by the various departments to reward their managers for their good work. Approximately 80% of all managers received a reward (delayed until October 2010), based of their 2009 evaluation.

Also, your 2010 evaluations will be due to central personnel on January 14, 2011. Each Department will develop their internal calendar to accommodate this timeline.

VI. 2011 UPCOMING CONTRACT NEGOTIATIONS

Mark recapped that all managers received a survey in regard to upcoming negotiations, along with their ballot to vote for 2011 Board members. Mark thanked those managers who participated in the survey (almost one half of the OCMA membership). Mark indicated that some managers did not follow the procedures by placing their names on the outside of the envelopes, however those responses were counted separately also. Karen noted that 280 managers followed the procedures in regard to the survey process and another 83 did not follow the procedures, but were accounted for anyway. The complete survey results were not reported at the meeting, as the responses guide the OCMA negotiation strategy and should not be revealed at this time. Overall, the most important issue to managers would be to receive salary increases (COLA, step increases, P4P, etc.) in 2011 and beyond. Also, members indicated that any salary reduction would be the hardest to give up in 2011 and beyond.

That said, OCMA is committed to continue to protect manager's current contract salary and benefits and hopefully add additional value to managers in the future.

Negotiations begin with the County on Wednesday, 11-17-10.

VII. OTHER ISSUES

Mark discussed some points that were brought to the Board of Supervisors during OCMA's briefings. He focused on what the managers have done to be part of the financial solution for the County (ie: giving up a 3% salary increase in 2010, postponing P4P for nine months). Also, he pointed out some myths and provided actual facts in regard to misinformation that has been directed by other Associations toward managers (ie: managers are overpaid, they receive 401(a) plans, they don't pay anything toward their retirement). Mark believes that these briefings are providing the Board of Supervisors with factual information which counters misinformation that has been provided by others. The briefings systematically explain "facts" versus "fiction".

VIII. ADJOURNMENT

The membership was thanked for attending; the meeting was adjourned at 12:48 pm.