

ORANGE COUNTY MANAGERS ASSOCIATION (OCMA)

Minutes of April 28, 2010 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 53 Administrative Managers (sign-ins on file).

I. CALL TO ORDER

The meeting was called to order at 12:07 pm. Mark welcomed everyone and thanked managers for attending. He asked the Board members to introduce themselves.

II. APPROVAL OF MINUTES OF THE FEBRUARY 10, 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 Marshal offered the motion to approve the minutes, seconded by Elaine Renner and the minutes were approved by a vote of the membership.

III. TRESURER'S REPORT

A verbal Treasurers report was provided by Karen Davis, who told the group that OCMA was solvent and provided the balance of OCMA assets, which are mainly deposited in various FDIC insured CDs for the protection of OCMA funds.

IV. COMMITTEE REPORTS

- **Membership Committee:** Debbie Lakin reported that OCMA currently has 800 dues paying members of approximately 1040 total County administrative managers, or approximately 77% of the managers are OCMA members. Also, Debbie asked for volunteers to join the Membership Committee and reminded the membership that \$ 30 will be paid to any member who brings in a new OCMA dues paying member.

V. EQUITY REQUEST UPDATE

Karen indicated that fifteen 2010 Equity Review Requests have been received thus far and that more are expected before the final due date of 5-3-10. The next step in the process is that in June and July OCMA and the County will meet to analyze, evaluate and prioritize the requests. Final decisions are slated for early August 2010.

VI. PAY FOR PERFORMANCE (P4P)

Karen reported that the 2010 membership survey results have been compiled and the Department wide survey was provided and discussed with attendees. The number of survey responders was 112 members, only 14%, which provides an indication of the manager's perspectives, but not enough to make the survey an accurate reflection of all managers. Survey highlights include: 70% of responders believed the P4P process was followed; 81% of responders agreed that core competency criteria represented day to day performance; 70% of responders believed that "goals" should be rated lower than "competencies"; 65% of responders agreed with their performance rating; 65% believed that their rating was not changed after their supervisor

submitted it; 75% of responders received a “reward” for their 2009 performance; 62% of responders did not believe the P4P process was “fair”; and 80% of responders believe that a manager rated “meets expectations” should receive a “reward”. Survey discussion ensued and Karen pointed out that one thing is certain, from the survey results and comments/suggestions that managers made, most managers feel that those rated “meets expectations” should receive a P4P reward. Karen indicated that for those managers interested in knowing what their specific Department survey results were – she could be contacted at the OCMA office or by phone and she will provide that information.

A report of the “Calibration Committee” was postponed, as Oscar who could not attend the meeting is the OCMA representative on the Calibration Committee.

Lastly, Mark reported that the next step in the review process will be to meet with the County on May 10th when Countywide and Department P4P ratings/rewards will be discussed.

VII. 2011 CONTRACT NEGOTIATIONS DISCUSSION

Mark indicated that we would expect to begin OCMA contract negotiations sometime in October 2010. A survey of the membership will be taken to determine the desires of the managers prior to OCMA beginning negotiations with the County – all managers are encouraged to participate in the survey. Unfortunately, due to the County’s financial situation and budgets being so tight, it’s not an encouraging time to go into contract negotiations. OCMA will be looking at both monetary and non-monetary items in the upcoming negotiations and your input on these issues will be extremely important.

VIII. OTHER ISSUES

- **HRA:** Several questions were raised in regard to the Health Reimbursement Account that OCMA and other Associations are discussing. Karen provided responses, indicating that the process is separated into two issues: the Plan Design Document and the contribution rates. We have reached tentative concurrence with the County in regard to the Plan Design Document and will most likely negotiate the contribution (employer and employee) portion of the HRA during 2011 contract negotiations.
- **OCMA Flyer:** Mark indicated that an OCMA Flyer is being designed and it will be placed on Department Bulletin Boards throughout the County; it can be used as a hand-out to potential new OCMA members also.
- **OCMA Angels Night:** Mark announced that OCMA is planning a night out at Angels Stadium on July 30, 2010. Mark indicated his excitement in regard to an OCMA “get-together” outside of work, hopefully our first of an annual “event”. More information will be provided to the membership very soon.

IX. ADJOURNMENT

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