

ORANGE COUNTY MANAGERS ASSOCIATION (OCMA)

Minutes of January 26, 2011 Membership Meeting-Board Planning Rm, Hall of Adm.,
Santa Ana, CA

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

Present: Board Members Sharron Gibson Casler, Stephen Schrieber-Smith, Mike Montijo and OCMA Executive Director Karen Davis, plus 87 Administrative Managers (sign-ins on file).

I. CALL TO ORDER

The meeting was called to order at 12:05 pm. Sharron welcomed everyone and thanked managers for attending. She said that Mark apologized for not being here today, but he was called to jury duty and Oscar had workload issues that curtailed his attendance. She asked the Board members to introduce themselves and introduced the Executive Director. Sharron indicated that the 2011 Board Officers had been determined and reported that Mark was continuing as President, Sharron as Vice President, Stephen as Secretary, Mike was going to take the office of Treasurer and Oscar would serve as Member-At-Large. Also the negotiation committee was announced, which includes each of the members of the Board of Directors, Karen Davis/Executive Director, Marianne Reinhold (or attorney and Chief negotiator) and Robert Rangel who represents our safety managers.

Sharron reported that our OCMA holiday event was a success, with about the same number of managers attending as last year, with several Department Heads joining the party. The See's candy was a popular gift for the attendees. She indicated that since the party was such a success, it will likely be held at Original Mike's again next year.

II. APPROVAL OF MINUTES OF THE November 10, 2010 MEETING

Stephen reported 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 Debra Lakin, and the minutes were approved by a vote of the attending membership.

III. TRESURER'S REPORT

A verbal Treasurers report was provided by Mike Montijo, who told the group that OCMA was solvent, reported on the balance of OCMA assets, and said that there was sufficient funds available to pay the costs of our attorney/Chief Negotiator and our benefits consultant.

IV. COMMITTEE REPORTS

- **Membership Committee:** Debra Lakin reported that OCMA currently has 786 dues paying members out of approximately 1022 total County administrative managers, or approximately 78% are OCMA members. Debbie reminded the group that \$ 30 will be paid to any member who brings in a new OCMA member and then asked membership committee members to see her after the meeting.

V. 2010 PAY FOR PERFORMANCE (P4P) STATUS

Karen reported that the 2010 P4P evaluations were due to Central Human Resources by 1-14-11. Please ensure that your P4P evaluation has been completed. As we noted in our member update a few weeks ago, the County is interested in deferring payment of your P4P reward; OCMA disagrees with the County and believes you should be paid your P4P reward in early 2011. OCMA has filed a grievance against the County on your behalf in regard to this issue.

Be assured that we will continue to fight for your right to be paid for your 2010 performance. Unfortunately, since the grievance process takes some time, we cannot give you any information of the specific date of payment at this time.

VI. 2011 CONTRACT NEGOTIATIONS UPDATE

Sharron reported that negotiations on your contract began in November 2010, with the hope that a tentative agreement between OCMA and the County could be reached by January 3rd, when your contract ended. Although our former contract term has ended, all provisions of the contract remain in effect until a successor contract is approved between OCMA (you) and the County.

Sharron indicated that the County and OCMA are very far apart in regard to negotiation proposals. The way negotiations work is that the County and OCMA, each, provide proposals from which to begin discussions. Then, each entity (County and OCMA) provide counter proposals or responses to each of the discussion points. Thus far, OCMA has been relatively successful in some of the MOU language changes, many of which were offered by managers from the survey responses that we received late last year. Unfortunately, we are still very far apart on some of the more substantive issues.

In regard to P4P, the County has not proposed eliminating P4P, however they wish to make some modifications to the program and defer reward payments until later in the year. Many responders to the survey placed a high importance to providing managers rated “meets expectations” a performance reward – let’s just say we heard you.

Public sector retirement is an issue that has caught national, statewide, and local attention both from the public and the County Board of Supervisors. Realistically, we understand that a future structural analysis of our retirement system may be necessary, and OCMA will be in the front of the line to help review and address this issue, and to develop a solution that will be beneficial to all. This does not mean that your 2.7% @ 55 retirement benefit should be at risk. That said, the County’s costs and the employees costs to maintain this benefit will increase over the years. Our job is to minimize or “right size” the cost that you pay toward this benefit, while ensuring that a reasonable retirement fund balance is maintained to pay for your retirement benefit over the long-haul. We are currently evaluating data provided by the County. Also, we have a retirement consultant, Rael-Letson, on contract to help us evaluate options. Obviously this is a “big issue” during this negotiation.

We wish we could tell you more of the details, however as you know, negotiations are confidential and we are bound by that agreement. After the presentation, OCMA Board members and the Executive Director responded to some questions in this regard.

VII. OTHER ISSUES

No additional issues were discussed

VIII. ADJOURNMENT

The membership was thanked for attending; the meeting was adjourned at 12:46 pm.