

## **ORANGE COUNTY MANAGERS ASSOCIATION (OCMA)**

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

**OBTAIN INFORMATION AT OUR WEB-SITE: [www.ocma.info](http://www.ocma.info)**

Present: Board Members Mark McDorman, Sharron Gibson Casler, Stephen Schrieber-Smith, Mike Montijo, Oscar Garza, and OCMA Executive Director Karen Davis, and Marianne Reinhold, plus 160 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. Mark asked the Board of Directors to introduce themselves and he introduced Karen Davis, the OCMA Executive Director, and Marianne Reinhold, OCMA contracted counsel, Debra Lakin, Membership Chair, Linda Cota, Assistant Treasurer, and Robert Rangel, safety representative on the negotiating committee.

Mark announced that the OCMA Holiday Party is planned for December 1<sup>st</sup> at Original Mikes beginning at 5:00 pm; soon individual invitations will be sent to your homes. He reminded the group that managers seem to have a great time at the party and encouraged member attendance.

Karen reported the OCMA Board of Directors election results. She thanked those members who participated in the election by voting. The election closed on 10-21-11, with the ballots double counted by Karen and Sharron on 10-24-11. Two incumbents were re-elected: Mark McDorman and Mike Montijo – also elected as a new Board member is Francisco Alonso (OCPW). Mark thanked Sharron Gibson Casler (who did not run for re-election) for all her years of service to OCMA and the group gave her a round of applause.

### **II. APPROVAL OF MINUTES OF THE APRIL 27, 2011 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. Brian Clark offered the motion to approve the minutes, seconded by David Theissen, 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 and reconciliations were completed through September 2011. Mark indicated that the financial statements were available if any member wanted to review them.

### **IV. COMMITTEE REPORTS**

- **Membership Committee:** Debra Lakin reported that OCMA currently has 770 dues paying members out of approximately 1002 total County administrative managers, or approximately 77% are OCMA members. Debbie reminded the group that \$ 30 will be paid to any member who brings in a new OCMA member and went over the benefits of being an OCMA member.

### **V. SUPPLEMENTAL INSURANCE**

Karen reported that OCMA Supplemental Insurance Packets were sent to the member's home this week. She noted that "comprehensive travel" has been added to our slate of benefit options. The rates for the dental insurance have been reduced this year, yet offer the same insurance coverage. The vision insurance rates have increased, however the benefit coverage

that you will receive is far superior to the 2010 Vision Plan. If you do not wish to make any changes in your supplemental benefits – you do not have to do anything. If you wish to make a change, you must submit your requests by 12-9-11. Your new benefits will go into effect 1-1-12.

## **VI. 2011 CONTRACT UPDATE AND DISCUSSION**

Mark opened the contract discussion with the recognition that the membership was experiencing a degree of frustration, noting that the OCMA Negotiation Committee was even more frustrated. Mark recounted the history of our contract negotiations with the County stating that we were in constant communication with Central Human Resources, the CEO, the Board EA's and the members of the Board of Supervisors. We were negotiating with the County in good faith and believed that was the County's position too. After months of negotiations and the membership's approval of a CEO signed Tentative Agreement, the contract was placed on the agenda for final Board of Supervisors approval, and of course we thought we had a deal. The item was continued several times as OCMA continued to press to get approval, including several meetings with all parties. During this time, we found ourselves in "the perfect storm", with three issues causing problems: public pressure on government employee pensions was a focus, the Performance Audit focusing on HR was released, and the \$48 million shortfall from the State (vehicle fees) occurred. We understood that the entire Board of Supervisors supported the Tentative Agreement ((TA) in June – in October we did not have the required three votes to approve the contract and it was deleted from the agenda by the CEO.

Before continuing Mark asked Karen to provide an overview of the membership survey to let members know what the "straw poll" reflected. Karen reported that 55% of the members felt we needed to work with the County until November 1<sup>st</sup>, then take legal action. Approximately 24% of the membership felt that we should work with the County for as long as it takes to obtain approval or bring another proposal back to the membership. Another 10% felt we should take legal action now and eliminate any communication. Various other options were provided by 11% of our members. Mark ensured the membership that OCMA will take seriously the results of this straw poll.

Where do we go from here? Mark stated that without a new contract the County is obligated to keep the status quo – our 2007-10 contract remains in force until a subsequent contract is adopted. In January, we filed a grievance for payment of your 2010 P4P reward. We agreed to place it on hold since the Tentative Agreement P4P reward would have been 3% instead of 2.5% and would include rewards for "meets expectations" rated managers. Now that the Tentative Agreement is in serious question, we have proceeded with the grievance and are at the point of selecting a date and an arbitrator for a "binding arbitration" decision. We believe that OCMA will prevail on this issue, and the P4P reward payment would be retroactive to January 2010, plus in the interim managers are not paying the increased retirement contribution called for in the TA.

Mark talked about legal action against the County and explained some options and the pros and cons in this regard. Several questions from the attending membership were answered by Mark and Marianne (our contracted attorney).

Mark told the membership that the County has requested OCMA to resume bargaining and our attorney is in the process of responding to that request. Mark assured the membership that OCMA will continue to work on managers behalf as we proceed through this difficult process and that we will keep the membership informed, as best we can, noting that we cannot divulge the details of specific plans. Mark thanked the membership for their understanding in this regard.

#### **VII. 2011 EQUITY REQUESTS**

Karen announced that since the OCMA Tentative Agreement was deleted from the Board of Supervisors agenda, OCMA has been demanding that the County work with OCMA, under the terms of your 2007-10 contract, to begin the equity request process immediately - so it can be completed in 2011. We prevailed and the process has begun. The 2011 Equity Request form is posted on the OCMA web-site and for those interested in participating this year, your request is due no later than 11-9-11.

#### **VIII. ADJOURNMENT**

The membership was thanked for attending; the meeting was adjourned at 1:18 pm.