

ORANGE COUNTY MANAGERS ASSOCIATION (OCMA)

Minutes of April 27, 2011 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 75 Administrative Managers (sign-ins on file).

I. CALL TO ORDER

The meeting was called to order at 12:02 pm. Mark welcomed everyone and thanked managers for attending. Mark introduced Karen Davis, the OCMA Executive Director, and Marianne Reinhold, OCAA Contracted Counsel, and asked the other Board members to introduce themselves.

Mark announced that since it was such a success last year, OCMA again will offer an Angels Night for managers. The OCMA Angels night will be held on July 8th – tickets go on sale beginning May 4th (first come/first served, with a limit of four tickets per OCMA dues paying member). Seventy tickets will be sold and OCMA will subsidize the cost significantly. The box office price of each ticket is \$ 36 and OCMA will sell each ticket for \$15, which includes \$10 in “Angels bucks” which can be used to purchase food or merchandise at the game. The Angels are playing the Seattle Mariners – with fireworks as part of the evening festivities.

II. APPROVAL OF MINUTES OF THE JANUARY 26, 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. Vicki Stewart 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. He reported that the reconciliations had been completed through March 2010 and that revenue and expenses had remained even over that time period.

IV. COMMITTEE REPORTS

- **Membership Committee:** Debra Lakin reported that OCMA currently has 775 dues paying members out of approximately 1020 total County administrative managers, or approximately 76% are OCMA members. Debbie reminded the group that \$ 30 will be paid to any member who brings in a new OCMA member.

V. 2010 PAY FOR PERFORMANCE (P4P) STATUS

Karen reported that OCMA was hopeful that the 2010 P4P rewards would be paid in mid-2011. A grievance was filed with the County of Orange on the members behalf stating that the P4P rewards were actually due in January 2011. Since negotiations are somewhat stalled, we don’t have a date at this time for payment of your reward.

VI. 2011 EQUITY REVIEW PROCESS

Karen reported that the 2011 Equity Review process is held-up in negotiations also. The OCMA plan remains to have one review process mid-year, with a funding level of approximately \$500,000.

VII. 2011 CONTRACT NEGOTIATIONS UPDATE

Mark noted that the current negotiation with the County have been very frustrating. Negotiations for your new employment contract began in mid-November 2010. Approximately 20 issues have been discussed – including: MOU language changes, salary increases, P4P funding, Equity Requests, benefits, seniority, annual leave, the optional benefit plan, HRA accounts, cafeteria plans, and retirement costs and employer/employee contributions. The County’s major focus has continued to be on increased retirement contributions from managers. OCMA has focused on ensuring that managers come out ahead in any negotiation agreement. That is to say – if managers are required to contribute more toward retirement, then something would need to be offered by the County to offset the pre-tax employee retirement contribution.

Last week we believed we had an agreement (and in fact basically accepted the County’s last counter-proposal), then the County changed their mind and now (after more than five months of negotiations) the County wants to start over again – with the focus still being increased retirement contributions! And, we don’t even have the County’s revised proposal to review as yet. The entire negotiation team is extremely frustrated and we have clearly signaled the County as to our feelings. Also, we have taken actions, from a legal perspective, to ensure that our message to the County is clear. Mark indicated that Governor Brown’s proposed legislation in regard to retirement reductions for government employees and the County’s recent loss of the AOCDS retirement case may have had an impact on the County’s timing.

We want to make clear to each of you, however, that negotiations are continuing and that it is possible that the County will return with a proposal that meets your needs – we are talking today about a “snapshot in time”, and unfortunately this snapshot is not focused the way we would like!

Mark called on Marianne Reinhold, our legal counsel, to discuss what we have done so far to protect your interests and what options are still available to us. Marianne discussed various legal options available and provided timelines for each. The lengthy discussion included explanations as to the County/OCMA reaching impasse, what “bad faith bargaining is”, when the County can “impose” their “last, best and final” offer upon the managers and how the grievance and other legal processes could work.

Mark followed up with a “straw poll” question for those in attendance – responses reflected the manager’s willingness to go forward with legal action if it was warranted. Of course, any such action would require the full vote of the membership. Several questions arose which could not be answered by the OCMA Negotiation Team and strict confidence in regard to specifics is required as long as negotiations are ongoing.

VIII. ADJOURNMENT

The membership was thanked for attending; the meeting was adjourned at 1:12 pm.