

ORANGE COUNTY MANAGERS ASSOCIATION (OCMA)

Minutes of January 25, 2012 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, Stephen Schrieber-Smith, Mike Montijo, Francisco Alonso, and OCMA Executive Director Karen Davis, plus 71 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 announced the 2012 OCMA Board of Directors Offices: Mark McDorman, President; Stephen Schrieber-Smith, Vice President; Mike Montijo, Treasurer; Oscar Garza, Secretary; Francisco Alonso, Member-At-Large.

Mark asked Karen to provide a recap of the OCMA Holiday Party. Karen announced that the OCMA Holiday Party was held on December 1st at Original Mikes. Managers who attended seemed to have a great time at the party, where all attendees received two individual gifts, participated in opportunity drawings for gift baskets, and food and drink was enjoyed by all. All managers are encouraged to attend in 2012.

II. APPROVAL OF MINUTES OF THE OCTOBER 26, 2011 MEETING

Stephen reported that on Oscar's behalf, he was calling for a motion to approve the minutes from the prior meeting. Mary Ellen Fuelleman offered the motion to approve the minutes, seconded by Rhonda Marshall, 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, with balances increasing monthly, and reconciliations have been completed through November 2011.

IV. COMMITTEE REPORTS

- **Membership Committee:** Karen reported that OCMA currently has 780 dues paying members out of approximately 1000 total County administrative managers, or approximately 80% are OCMA members.

V. 2011 CONTRACT UPDATE AND DISCUSSION

Mark opened the contract discussion by reminding the membership that OCMA is back at the bargaining table "under protest" and provided a short history of OCMA negotiations since late 2010. Mark discussed the negotiation process to ensure that manager's understood OCMA's representation at the negotiation table. He reminded all that Marianne Reinhold (our contracted/third party attorney with over 25 years of experience in employment law) is OCMA's lead negotiator. The OCMA Board members, our Executive Director, and Robert Rangel (representing the safety managers), participate in determining strategy and discussing options/providing direction to our attorney. Just as we have a third party negotiator (our attorney Marianne Reinhold), the County has determined that they want a third party to negotiate their employment contracts also. The County has contracted with the law

firm Liebert, Cassidy, Whitmore to represent the County in employment contract negotiations. This firm already has other contracts with the County to provide Human Resources training to County employees and outside Counsel for the County Counsel's Office.

As you know, in Mid-2011, OCMA felt that we had a good agreement with the County – however the County Board of Supervisors did not approve the Tentative Agreement. Therefore we are back at the negotiation table (again, under protest). That said, this month negotiations were “called off”/delayed again, until the third party negotiator is on board and we will begin again. The good news is that our attorney has told us that we have a good case for bad faith bargaining and perhaps other remedies – which of course will be considered for possible future action. Several questions and answers followed Mark's presentation.

VI. 2011 EQUITY REQUESTS

Karen reported that the Equity Request process began in October and was originally slated to be completed in December 2011. Unfortunately, the process is behind schedule and now should be completed by the end of January/early February. There were 139 requests submitted (by managers and County departments – some duplicates), of those approximately 65 have been recommended thus far. We plan to resolve the few outstanding requests within a week. Upon final approval by CEO, we will contact all requestors regarding the results of the equity process.

VII. 2011 P4P UPDATE

Karen indicated that by now all managers who were rated “exceeds expectations” and above should have received their 2010 P4P reward. Your lump sum retroactive pay is slated to be provided in late February 2012. County Departments are currently working on your 2011 performance evaluations – OCMA is committed to ensuring that your 2011 rewards will be paid to you also.

VIII. ADJOURNMENT

The membership was thanked for attending; the meeting was adjourned at 1:00 pm.