

ORANGE COUNTY MANAGERS ASSOCIATION (OCMA)

Minutes of October 31, 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, and OCMA Executive Director Karen Davis, plus 56 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 introduced himself and Board of Director Stephen Schrieber-Smith, Vice President, and Karen Davis, Executive Director.

Mark informed the group that the OCMA Holiday party is planned for December 5, 2012 at Original Mike's, beginning at 5:00 pm. He encouraged all managers to attend and peaked interest by saying there would be something really special for manager this year.

Mark indicated that the OCMA web-site was somewhat outdated and that we were going to be doing a re-design in the next few months to make it more user-friendly.

Meeting attendees were provided with a "Halloween Treat" (an OCMA Pen), and Mark encouraged attendees to take any pens remaining at the end of the meeting back to fellow managers. .

II. APPROVAL OF MINUTES OF THE APRIL 25, 2011 MEETING

Mark called for a motion to approve the minutes from the prior OCMA meeting. Alicia Cavazos offered the motion to approve the minutes, seconded by Kim Pearson, and the minutes were approved by a vote of the attending membership.

III. TRESURER'S REPORT

A verbal Treasurers report was provided by Karen Davis, who told the group that OCMA was solvent and that all dues money was invested in safe and insured bank/credit union CD's and Money Market accounts.

IV. COMMITTEE REPORTS

- **Membership Committee:** Karen reported that OCMA currently has approximately 780 dues paying members out of approximately 1000 total County administrative managers, or approximately 80% are OCMA members. Also she indicated that \$ 30 would be paid to any manager who brought in a new dues paying member (who remained a dues payer for at least four pay periods).

V. OCMA BOARD OF DIRECTORS NOMINEE INTRODUCTIONS

Karen announced that four nominees (Phil Daigneau, Oscar Garza, Steve Rodermund, and Stephen Schreiber-Smith) are running for three seats on the OCMA Board of Directors. Ballots were mailed out yesterday, along with bios of each nominee, and are due back to OCMA by 11-26-12. The following two nominees were available to give two-minute talks on why they were interested in becoming an OCMA Board of Director: Steve Rodermund and Stephen Schreiber-Smith.

VI. 2012 CONTRACT UPDATE AND DISCUSSION

Mark opened the contract discussion by providing a brief history of how we got to today – indicating that we began negotiations in late 2010, a 2011 Tentative Agreement was approved by the membership in May 2011, then was not approved by the Board of Supervisors (after continuing the item until November 2011). Thereafter the County wanted to begin negotiation meetings again and provided another contract proposal for OCMA consideration. Then, the County halted the negotiation meetings and hired an outside legal firm to represent the County in negotiations. Meetings began again in late March 2012 and because the County would not consider most of OCMA’s proposals, resulted in a Last, Best, and Final offer being given to OCMA in June 2012. The OCMA Board chose to bring the Last, Best, and Final offer (option 2) to the membership in order to allow the membership to vote. In August 2012 the membership resoundingly voted not to accept the TA. OCMA visited members of the Board of Supervisors to ensure that they understood the manager’s concerns and the financial impact of their offer, etc.

On August 24th, the County declared “impasse”, which set the stage for a mediation meeting in September 2012, where each side (the County and OCMA) meet with the mediator separately in an effort to “strike a deal” – the County would not bend in their position. Last Friday, OCMA and the County participated in a PERB Fact Finding Meeting, wherein each side has a representative, OCMA used Paul Crost – the attorney that worked to form OCMA – and this three person panel, chaired by a State appointee, listened to both sides present their case. A formal report will be provided by the PERB State Fact-Finding Chairman (and will be placed on our web-site for membership review). Although this report is not binding on the Board of Supervisors, it must be made public. Mark noted that the Arbitration and Writ of Mandate for the 2011 P4P payment is still being pursued on the manager’s behalf.

Several questions/comments ensued regarding our next steps and what we can do to stop the County from implementing their Last, Best, and Final Offer. OCMA is keeping all options open and our attorney is reviewing our legal options.

VII. 2012 EQUITY REQUEST UPDATE

Karen reported that 153 Equity Requests were received this year (representing approx. 19% of the OCMA membership). In 2011 a little over 100 requests were received, which resulted in 63 managers receiving “equity” increases last year. Due to the large number of requests received this year, and OCMA wanting to ensure that each request is given full attention, the process is likely to lag. The original time for completion was slated for 11-28-12 and it will definitely be a month or so later.

VIII. ADJOURNMENT

The membership was thanked for attending; the meeting was adjourned at 1:11 pm.