

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

Minutes of April 25, 2012 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, Stephen Schrieber-Smith, Mike Montijo, Oscar Garza, and OCMA Executive Director Karen Davis, plus 68 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 Karen Davis and asked the Board of Directors to introduce themselves: Mark McDorman, President; Stephen Schrieber-Smith, Vice President; Mike Montijo, Treasurer; Oscar Garza, Secretary. Mark indicated that Francisco Alonso, a recent addition to the Board of Directors, had retired, leaving a vacancy on the Board of Directors that will be filled at the next election cycle, which begins in a few months.

Mark discussed the OCMA office remodel that was prompted by losing the use of our shared conference room. He encouraged managers to stop by and see the newly designed/expanded office. The expense of the remodel and the monthly office rent is split between OCMA and the Attorney's Association (OCA), thereby defraying the costs.

Mark announced that OCMA will again sponsor another "Angels Night" for our baseball fans. The game date is July 20<sup>th</sup> - Angels against Texas. There will be 120 tickets available (max. of four per manager) at only \$15 each. Angels Bucks worth \$ 10 will accompany each ticket (it's a great deal). Ticket sales dates/times will be announced in the next few weeks.

Meeting attendees participated in a ticket drawing for a free day at Disneyland. Paula Gallegos was the winner.

### **II. APPROVAL OF MINUTES OF THE JANUARY 25, 2011 MEETING**

Oscar called for a motion to approve the minutes from the prior meeting. Rhonda Marshall offered the motion to approve the minutes, seconded by David Thiessen, 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 have been completed through February 2012.

### **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.

### **V. 2012 CONTRACT UPDATE AND DISCUSSION**

Mark opened the contract discussion by remarking on how difficult it is to provide an update when there is so little that is able to be discussed due to confidentiality in the negotiations process. He provided a brief history of how we got to today – indicating that last year's Tentative Agreement approved by the membership was not approved

by the Board of Supervisors. Thereafter the County wanted to begin meeting again and provided another contract proposal for OCMA consideration. Then, the County halted the negotiation meetings and hired an outside legal firm as a consultant to represent the County in negotiations. Meetings began again in late March, with today being our fourth meeting. The major County issues on the table are increased employee retirement contributions, P4P, and medical insurance.

This has been a difficult and protracted process and although there has been movement – it's slow. Mark assured the group that the negotiation committee is aware that members want us to protect their pay and their retirement. A question and answer session followed the discussion. Mark assured attendees that we will keep managers updated, as best we can, as to contract negotiation progress.

#### **VI. 2011 PAY FOR PERFORMANCE (P4P) UPDATE**

Karen indicated that since the Board of Supervisors did not approve the Tentative Agreement last year, the 2007-10 contract is still in force and as such, managers should have received a 2011 P4P evaluation (and a reward for those eligible) effective early January 2012. With a show of hands of those managers present, most managers have received their 2011 evaluation and have set their goals for 2012.

Since managers have not received any 2011 P4P reward, in February OCMA filed a grievance to get those rewards paid to you. Unfortunately the County did not react to the grievance and therefore OCMA has now filed for an outside arbitrator to decide this issue. We will keep you informed as we continue to fight for your P4P rewards.

#### **VII. ADJOURNMENT**

The membership was thanked for attending; the meeting was adjourned at 12:50 pm.