

ORANGE COUNTY MANAGERS ASSOCIATION (OCMA)

Minutes of January 30, 2013 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, Mike Montijo, Stephen Schrieber-Smith, Phil Daigneau, and OCMA Executive Director Karen Davis, plus 39 Administrative Managers (sign-ins on file).

I. CALL TO ORDER

The meeting was called to order at 12:00 pm. Mark welcomed everyone and thanked managers for attending. Mark noted that the 2013 Board Offices remained mostly the same, with himself as President, Stephen Schrieber-Smith as Vice President, Mike Montijo as Treasurer, Oscar Garza as Secretary, and our newly elected Board member Phil Daigneau as Member At Large.

Mark provided a recap of the OCMA Holiday party held on December 5, 2012 at Original Mike's, indicating that it was another successful event with each manager receiving a gift, and some managers receiving special gifts such as an IPAD and an in home massage. He said that many attendees praised the event.

Also Mark told the group that the popular Regal Movie Ticket prices were increased by the Regal Entertainment Group from \$7.50 to \$8 per ticket – the good news is that OCMA will continue to sell the tickets to OCMA members at \$5 each, thereby absorbing the increased ticket cost by the vendor for this popular member benefit.

II. APPROVAL OF MINUTES OF THE OCTOBER 12, 2012 MEETING

Stephen called for a motion to approve the minutes from the prior OCMA meeting. Lynn Einarsson Woods, offered the motion to approve the minutes, seconded by Judi Crumly, 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 that reconciliations are complete through December 2012.

IV. COMMITTEE REPORTS

- **Membership Committee:** Debra Lakin reported that OCMA currently has approximately 794 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. CONTRACT DISCUSSION/P4P REWARDS

Mark noted that this has been a hard negotiation, continuing for two years. OCMA clearly did not get everything we wanted, but we did get some. We go back to the bargaining table in October to start all over again. By now managers have received their lump sum P4P payment and the increase in your hourly rate (for those rated exceeds and exceptional in 2011) will be reflected on the paycheck that you receive on 2-1-13. Unfortunately, the first portion of the increased retirement pick-up will be

reflected too. Mike noted that at least we were able to hold off the larger retirement pick up until July 2013.

VI. 2012 EQUITY REQUEST UPDATE

Karen reported that the equity request process is lagging by a few months. We apologize for this, but the County review process basically shut down over the holiday season and we had 50% more requests this year than last. We meet with the County tomorrow and hope the process will soon be completed. We are targeting the end of February for project completion – OCMA will notify each requestor of the outcome.

VII. Rael-Letson Consultant Review of New Employee Retirement Contributions

Mark kicked off the discussion by telling attendees that OCMA has hired a consultant to take a comprehensive look at retirement, focusing on what amount new employees should pay toward retirement. Karen followed up indicating that this study was prompted by the County demanding that within a four day period OCMA sign an agreement (which OCMA did not sign) that would provide for newly hired managers to pay a proportionate share of the reverse pick up for current employees. This is after the Board of Supervisors voted to provide an even lower retirement formula to newly hired employees, who will receive 1.62% @ 65 rather than the new State PEPR formula of 2% @ 62. The OCMA Board of Directors determined that a comprehensive study was needed by our contract retirement/actuary experts (Rael-Letson) to review the entire retirement issue including solvency of our retirement funds, the actual percentage that would be paid by current and new employees in the future, validation of the County's assumptions, and review of any impact in regard to the pending IRS decision. Among other things, the completed study (which will be posted on the OCMA website for your review/information) will provide guidance as to the new employee retirement contribution decision.

VIII. Survey of Membership – P4P Changes and Insurance Cafeteria/Flex Spending Plan

Mark and Karen announced that a survey would soon be sent to the membership in regard to any changes managers would like to see in the P4P program, and membership interest in an insurance cafeteria/flex spending plan. Mark indicated that since OCMA will be meeting with the County during 2013 on both issues, membership input is vital. Mark asked if anyone had suggestions in regard to what issues should be covered in the P4P portion of the survey – some members provided suggestions, which will be incorporated into the survey that will soon be sent to managers. Also, Karen provided an explanation as to what an insurance cafeteria/flex spending plan was, focusing on the potential value of this pre-tax plan which could offer managers additional insurance control, flexibility, and options that currently do not exist under the set insurance benefit structure currently provided by the County. Some members present suggested that a detailed explanation of this option be provided to all managers, perhaps included in the survey form.

IX. ADJOURNMENT

The membership was thanked for attending; the meeting was adjourned at 12:55 pm.