



Membership Meeting Minutes
October 30, 2013

Minutes of membership meeting held at the Orange County Board Planning Room, Hall of Admin in Santa Ana, CA is available at: www.ocma.info

Board members:

Present	▶	Mark McDorman (Executive Director)
Present	▶	Stephen Schrieber-Smith (President)
Absent	▶	Oscar Garza (Vice President)
Present	▶	Phillip Daigneau (Secretary)
Present	▶	Melissa Tober (Treasurer)
Present	▶	David Brock (Member At Large)

1. Call to Order:

Stephen Schrieber called the meeting to order at 12:03pm on October 30, 2013. Steve welcomed all members attending and thanked them for attending. Steve introduced the board making the following announcements.

- Mark McDorman who was the previous President has accepted the position of Executive Director since his retirement from the County, replacing Karen Davis.
- Stephen Schrieber, now as the President
- Oscar Garza, absent but is the new Vice President
- Phil Daigneau, the Secretary
- Melissa Tober, the new Treasurer
- David Brock, Member at large.

The board members then introduce themselves with and a plea went out that members are encouraged to be engaged at these meeting and let the Board know what the membership expects.

Melissa Tober (new board member) from the Health Care Agency introduce herself and encouraged members to get engage with the board as we go into contract negotiations.

David Brock (new board member) thanked members voting for him. He was honored that members voted for him seeking change. He thanks members for doing an amazing job for what they do for the County. He stated that the Board of Supervisors need to partner with the managers for they do for this County. The County is looking at the managers to lead by example, which the managers have done, but this Board of Supervisor has not acknowledged the efforts. With the recent increase in retirement many managers can no longer afford to live in the county where they work. This can no longer be acceptable and many managers encourage David to run wanting change and a voice of the membership at the next negotiation. David also encouraged any member that wanted to share their concerns directly with him they can email him at: helpocma@gmail.com

Steve followed up wanting to emphases those comments from Phil, Melissa and especially David that this Board wants and needs to hear from all members, because we are here to represent you. All Board



members with the exception of Mark are managers first and then board members of OCMA. We all welcome comments from our membership.

2. Approval of Minutes:

Phil Daigneau call for a motion to approved the minutes from the July 24, 2013 OCMA Membership meeting. A motion to accept was made by Leslie Castillo and seconded by Vivian Thornton. The minutes were approved by a vote of the attending membership.

3. Treasurers Report

With the retirement of Mike Montijo as the previous Treasurer, no report was available. Mike performed turnover to Mark prior to his retirement. Mark offered a high level report that the current balance was a little over \$600,000 with finance being very healthy going into the upcoming negotiation. Melissa will assume this position and will present at the next membership meeting.

4. Membership Committee Report

Mark announced that prior to this meeting the membership stood at 781, but two new members sign up at the meeting making our total members now at 783. That places OCMA at 78% dues paying members of the total managers for the County of Orange. If a member refers another manager to join OCMA they will receive a \$30 referral fee.

Steve reminded that there have been new managers recently hired or promoted and that it is highly recommended that we encourage these managers to join. There is always strength in numbers especially during contract negotiations.

5. 2013 Equity Review Process Update

Mark updated the members that OCMA had received over 80 equity adjustments requests. Some came from the County Departments but the majority came from the individual managers. In order to process these request requires providing substantial information which is being provided and then reviewed. This review takes time to ensure a fair assessment is performed. Mark stated that he had the first meeting with the County on October 30, 2013. The results of this meeting was limited with a message from the County was that there is currently limited funds available to support this year's equity. At the request of a member, Mark went into further details of how the process works from the initial request for an equity adjustment through the final decision by the Departments and HR. Completing the current process under review is still 30 – 45 day's out before any decisions are made. Mark also reiterated that though the County allocates .6% for these equities there is no actual dollars budgeted for this. These funds come from the agencies and those effective agencies must accept to incur these additional cost.

6. 2014 Member Survey for Contract Negotiations

Steve announced that a survey was sent out prompting manager's feedback which will be utilized going into 2014 Contract Discussions. These surveys are due back by November 14th, but as of this meeting date only 10% response has been achieved. These surveys are manual tabulated and takes time to review and acknowledge each managers feedback. One member recommended that the OCMA Board considers that future surveys be sent out utilizing 'Survey Monkey'. This would be easier to leverage and the OCMA Board will consider this going forward. The only issue is that managers need to provide / update their home email address as OCMA does not utilize County provided email addresses. Currently no date has been set for the 2014 Contract Negotiations, but Mark comment that we are not in a rush to meet since both the Attorney's and OCEA are active in discussion with the Board of Supervisors. Mark also stated that we should have a preliminary date established before year end. Steve commented from prior interest both the P4P changes and Cafeteria Benefits will be under considerations during these contract discussions.

7. Other Issues

OCMA Benefits, managers should have received their supplemental additional benefit package. Any manager not receiving this should contact Mark McDorman. These supplemental were mailed out to the addressed the County provides OCMA. If your address is changed, please ensure that you update the County with your current address as this is where OCMA obtains is information.

Holiday Party, Steve announced this year's party will again be at Original Mike's. This year's party will be on Wednesday December 4th. This is a great opportunity to meet other managers. The OCMA Board will look for new ideas for this year's door prize. This is a chance to leverage David's new email.

8. Special Drawing

At this membership meeting there was a special drawing for a day at Disneyland. Babar Karim from HCA won the door prize!

9. Meeting Adjournment

Harry Huggins made the motion to adjourn at 1pm and was seconded by Christine Knapp.