

ORANGE COUNTY MANAGERS ASSOCIATION (OCMA)

Minutes of May 1, 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 18 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 as President, Stephen Schrieber-Smith, Vice President; Mike Montijo, Treasurer; Phil Daigneau, Member At Large; and noted that Oscar Garza, Secretary, was not able to be here today. Mark introduced Karen Davis, OCMA Executive Director; Linda Cota, Assistant Treasurer, and Debra Lakin, Membership Committee.

Mark announced that OCMA's Angels Night will be held on July 19, 2013. It's really a fun event and everyone has a great time. This year tickets will cost members \$20 each and will include \$10 in Angels Bucks – which really means a ticket costs you a net of \$ 10. Also, free T-shirts will be provided to all attendees. We don't know at this time when tickets will go on sale because we don't have them "in hand" as yet. Ticket sale dates will most likely begin sometime in May and will be announced by e-mail.

II. APPROVAL OF MINUTES OF THE JANUARY 30, 2013 MEETING

Mike made a motion to approve the minutes from the prior OCMA meeting. Debra Lakin seconded the motion 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 in "good shape" financially. Mike announced that the 2012 OCMA taxes have been prepared and that we have received a favorable Audited Financial Statement from our CPA.

IV. COMMITTEE REPORTS

- **Membership Committee:** Debra Lakin reported that OCMA currently has 766 dues paying members out of approximately 1002 total County administrative managers, or approximately 76% are OCMA members. Also Debra 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. DEMONSTRATION OF THE NEW OCMA WEBSITE DESIGN

By way of an overhead projected display, Phil provided a demonstration of the new OCMA website and contrasted it to the current website. Phil provided direction to OCMA's webmaster for redesign of the new sight. Phil asked OCMA members to send any group pictures of managers at various County worksites so that they can be reviewed for placement on the OCMA website. He noted that OCMA would make an effort to take some pictures at the upcoming Angels Night and the Holiday Party too. Attendees applauded the new web-design.

VI. 2011 P4P AWARDS REPORT

Karen reported that 88% of the managers in the County received a reward from the 2011 P4P process. Only 12% of managers did not receive a P4P reward for the 2011 year. Thirty six (36%) received an “exceptional” rating and 52% received an “exceeds” rating. In 2010, 85% of our managers received a P4P reward – both of these past two years well exceeded the 71% P4P rewards that were received in the first (2008) P4P evaluation year. Also, the County Department Heads spent approximately 98% of the funding allocated for P4P.

OCMA has always had a concern that the entire 2.5% P4P pool (\$2.6 million) is distributed to the managers through the P4P reward process. OCMA is pleased to report that almost the entire pool was distributed to the managers for the 2011 performance year.

VII. UPCOMING MEETINGS W/COUNTY ON P4P AND BENEFIT FLEX PLAN

Karen thanked members that completed their survey earlier in the year in regard to P4P and the Flex Benefit Plan.

Karen recapped some of the survey results in regard to P4P, including: the P4P program needs some changes, most managers believe that the “competencies” could be revised, the “goal” section should be eliminated/deemphasized, all managers rated meets, exceeds, and exceptional should receive a proportionate reward, step increases could be adopted, and if base building increases are not available – bonuses are better than annual leave time.

Next Karen recapped some of the survey results in regard to the Flex Benefit/Cafeteria Plan, including: that OCMA should look into the flex benefit plan, vision and long term care should be provided as options in the flex plan, and most managers do not use the current annual physical that is provided to managers under the current contract.

OCMA is slated to meet with the County to discuss the above two issues on May 15th. Various members of the OCMA Board of Directors and the Executive Directors will participate in the meetings. Results from this several month meeting process will likely be used in upcoming contract negotiations. Meeting progress will be reported back to the membership.

Several attendees expressed concern about issues relating to the flex benefit plan, upcoming Health Care Act changes, and issues regarding annual leave. The Board agreed to keep these concerns in mind as they proceed and to determine a means to get managers involved as major issues develop.

VIII. ADJOURNMENT

The membership was thanked for attending; the meeting was adjourned at 12:58 pm.