



Membership Meeting Minutes  
January 29, 2014

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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](http://www.ocma.info)

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**Board members:**

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

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**1. Call to Order:**

Stephen Schrieber called the meeting to order at 12:05pm on January 29, 2014. Steve welcomed all members (59). Steve introduced the board in attendance:

- Oscar Garza, Vice President
  - Phil Daigneau, the Secretary
  - Melissa Tober, Treasurer
  - David Brock, Member-at-Large
  - Mark McDorman, Executive Director
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**2. Approval of Minutes:**

Phil Daigneau call for a motion to approved the minutes from the October 30, 2013, OCMA Membership meeting. A motion to accept was made by Vicky Stewart and seconded by Rhonda Marshall. The minutes were approved by a vote of the attending membership.

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**3. Treasurers Report**

Melissa Tober provide a treasurer's report, the current balance reported is \$618,371.59. There were expenses incurred in the month of December primarily for the Christmas party and labor cost for the equity adjustments. There was addition cost projected for attorney fees associated with the labor negotiations. Melissa also reported that there are two CD's maturing and we'll be looking to reinvest those funds.

Melissa Tober reminded the membership that there are additional insurance policies available such as:

- Accidental Death - \$25,000
- Pet Insurance

None of these insurance rates have increased.



Mark McDorman updated that members of the movie ticket sales, this year in the month of December he sold over 1400 compared to previous years the average was 700 – 800 for the same time. He also reminded the members that the cost is only \$5 but the Association pays \$8.

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#### **4. Membership Committee Report**

Membership report is currently 786 dues paying, but with retirements coming up that may reduce. That places OCMA at 77% 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 that it is highly recommend that we encourage these managers to join. There is always strength in numbers especially during contract negotiations.

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#### **5. 2013 Equity Review Process Update**

Mark provided updates to the equity process starting with an overview. This year's we received 115 requests and each request was analyzed and then a recommendation is submitted to the County and Agency. The process has been delayed due to Central HR but Mark has been meeting with HR extensively the past three weeks but there is still 6 equity request not resolved. Until all requests have been agreed upon none will be submitted and the employees will be notified. Mark should be contacting those managers. These equity requests are not retroactive.

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#### **6. 2014 Member Survey for Contract Negotiations**

Steve provided back ground going into these negotiations reminding that a survey was sent out. Based on the results of this survey it will be leveraged. As of this membership meeting the OCMA Board has meet with the County 3 times setting the ground rules and that all information from these meeting must be kept confidential. Steve also shared that some MOU language has been updated but this has no impact of compensation for the members. He stated that the County did present OCMA with their initial proposal and that the OCMA Board at the second meeting presented a counter proposal.

Mark went on the share that this is new into the process and based on current status of other unions we are not in any rush to accept any proposals from the County. Mark also informed the members that inclusive of the current OCMA Board attending these Labor Negotiations there is also a representative from the safety managers, Shawn Small of Probation.

Steve updated the members of current status of OCEA and that their member rejected the County's last, best and final offer by 99.5%. The AOCDS was also presented with an offer but currently we had no knowledge of their member's response nor if they had any recommendation of a vote. Steve reiterated that this board knows of the County's financial situation, but that we are working in the best interest of our members.



A member raised the concern that while the County has financial concerns yet they have signed contracts that is costing agencies (e.g. Phone & Internet from \$75 per user to over \$265) and where is this additional funding coming from. Mark responded that this is one of the tools that will be leveraged going into discussion. This member stated that it may be in the best interest if unions should align. David Brock supported the member that if this is in our best interest to align we'll discussion options with our attorney.

Reminder any Labor negotiation recommendation can be submitted by completed the form found on the OCMA Website under "FORMS : Negotiation Input Form" or from this link:  
<http://www.ocma.info/forms/Negotiation%20Input%20Form.pdf>

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**7. Other Issues**

Mark McDorman will be looking into an Angel's game night and will present for approval from the OCMA Board to proceed.

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**8. Meeting Adjournment**

Rhonda Marshall made the motion to adjourn at 1:05 pm and was seconded by Larry McCabe.