



Membership Meeting Minutes
October 29, 2014

Minutes of OCMA Membership meeting held at the Orange County Board Planning Room, Hall of Administration in Santa Ana, CA. A copy of these minutes are available at: www.ocma.info

Board members:

Present ▶ Mark McDorman (Executive Director)
Present ▶ Stephen Schrieber-Smith (President)
Not Present ▶ Oscar Garza (Vice President)
Present ▶ Phillip Daigneau (Secretary)
Not Present ▶ Melissa Tober (Treasurer)
Present ▶ David Brock (Member At Large)

1. Call to Order:

Stephen Schrieber (President) called the meeting to order at 12:05pm on October 29, 2014. Steve welcomed all members (54 in attendance). Steve introduced the Board making the following announcements.

- Phil Daigneau, the Secretary
 - David Brock, Member at large.
 - Mark McDorman, Executive Director
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2. Approval of Minutes:

Phil Daigneau called for a motion to approve the minutes from the July 30, 2014, OCMA Membership meeting. A motion was made by Claire Moynihan to accept and seconded by Rhonda Marshall. The minutes were approved by a vote of the attending membership.

3. Treasurers Report

Mark McDorman provided a treasurer report in Melissa Tober's absence. The current fund balance reported to be around \$633,000.00. Additional details were provided:

- Monthly reconciliation has been completed through September.
 - A new OCMA office lease was completed for three years at a reduced cost
 - Looking to possible process change for BOD Election as this costly, possible online election
 - Additional expenses pending
 - Holiday event & gift
 - 2013 Taxes have been filed and audit completed with no deficiencies reported
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4. Membership Committee Report

The county provides a listing of management on a quarterly basis in addition to a bi-monthly dues paying report. Membership report is currently 785 dues paying members. That places OCMA still at 77% dues paying members of the total managers for the County of Orange. A reminder was made that if a member refers another manager to join OCMA they will receive a \$30 referral fee.

5. BOD Election:

Stephen noted that this would be his last membership meeting as a board member. He commented that his experience while on the Board has been very rewarding. He was happy to have had the opportunity of working with other managers in the best interest of the County and the members of OCMA. Stephen proceeded to introduce the members running for 2015 – 2016 office. At which time those attending (Phil Daigneau, Jim Harvey, Stacey Northcutt and Steve Johsz) gave comments why they felt they should be elected to office.

Mark concluded this with offering any member that hasn't voted that ballots were available at the meeting to cast a vote. Mark also noted that counting the votes would take place on Monday November 3rd with an invitation for any member to assist in the counting of the ballots.

6. 2014 Contract Negotiations Update

Mark initiated this discussion that the OCMA Board is in communication with the County regarding ongoing negotiations. Unfortunately specifics cannot be provided, however OCMA is intending to move forward as soon as strategically feasible.

David Brock shared both as an OCMA Board Member and a manager the frustration felt and the lack of acknowledgement communicated to managers for their hard work while the CEO has received two pay increases in the past 6 months. This coming after the CEO stated that he was pleased with this salary. The County Supervisor's gave the CEO an increase while our members have not received any increase in the past several years. OCMA (Mark) was the only labor organization that attended the County Board Meeting and spoke in protest of this pay increase. This can be reviewed on-line by watching the video of the October 28th Board of Supervisor's meeting.

With new County Supervisors now joining the BOS, the OCMA Board is planning to meet the new Supervisors in order to garner support for better pay and benefits in 2015. The current BOS has continued their objection to any base building increases and OCMA is hoping that with the new Board, a better and more positive relationship can be developed.

7. 2014 Equity Request Process

Mark provided details for this year's Equity Adjustments as he continues to work with HRS.

The process is as follows:

Equity Requests are submitted by either the department (HCA, SSA, Sheriff, DA, etc.) or the employee themselves through OCMA. Regardless of where it originates, OCMA does an analysis of the request, submits it to HRS who then gives the analysis to the department for their input. The requests are reviewed by the department to get concurrence, denial or discussion back with OCMA regarding individual requests. OCMA then sits down with HRS and the entire group of requests are discussed. Once we reach concurrence on all the requests, the CEO then makes a determination of whether to approve, deny or amend the request. The manager is then notified of the decision. Payroll is notified and then the increases are applied.



The Agency Head has the authority to approve or disapprove. We fight for the ones we have to fight for but any increase is discretionary.

We hope to have the process (HRS concurrence) completed by the end of the year.

8. OCMA Holiday Party

This year the event will be at Original Mikes on December 4th. All members are encouraged to attend.

9. 2nd Annual Veterans Day Event

OCMA support the Veterans Day event at the Orange County Fairgrounds.

10. Other Issues

Reminder, the OCMA Supplemental Benefits packages will be sent out soon. Please fill out and submit

11. Meeting Adjournment

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