



Membership Meeting Minutes

Thursday, November 10, 2016 @12:00pm

Minutes of OCMA Membership meeting held at the Santa Ana Police Department Community Room, in Santa Ana, CA. Once approved, a copy of these minutes is available at: www.ocma.info

OCMA Board members:

Present	Phil Daigneau (President)
Present	Donna Grubaugh (Vice President)
Present	Jeff Corp (Secretary)
Present	Melissa Tober (Treasurer)
vacant	(Member At Large)

OCMA Exec Director:

Present	Mark McDorman
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1. Call to Order:

Phil Daigneau (OCMA President) called the meeting to order at 12:06 pm on November 10, 2016. Phil welcomed all members (22 managers [including Board members] in attendance). The attending Board members introduced themselves.

2. Approval of Minutes:

Phil called for a motion to approve the minutes from the August 25, 2016, OCMA Membership meeting. A motion was made by Susan Eastman to approve the minutes and seconded by Stacey Northcutt. The minutes were approved by a unanimous vote of the attending membership.

3. Treasurers Report:

Melissa Tober provided the Treasurer Report. Melissa announced the treasury is strong with the current balance of funds remaining stable at well over \$600,000.00.

4. Membership Report:

Mark McDorman reported the total membership for OCMA stands at approximately 830 managers. Mark encouraged managers to promote membership to their fellow managers who have yet to join and reminded members that the referral reward is 2 Regal/Edwards movie tickets.

5. Markey/Equity Process:

Mark McDorman informed the members that the 2016 Market/Equity Review process has concluded. Mark told those in attendance that the number of Manager requests submitted by both the Managers and the Departments was 186. Of the 186 requests, 63 did not warrant an increase. The remaining 123 were reviewed and an increase was justified. The proposed cost of the combined increases exceeded the MOU agreed to budget by \$88,000. It was decided to eliminate all recommended increases of less than 5%. This eliminated an additional 34 requests and brought the total amount allocated slightly under the .6% of manager salaries required by the agreement. The increases were effective October 28, 2016. Notification of the results of the Equity process were made by OCMA contract staff to those managers requesting an increase.

6. Management Performance Evaluations:

Donna provided a brief update on the progress of the committee. The Board and two volunteers who make up the committee, were hopeful that an agreement could be achieved soon and a plan be in created. Currently, the committee formed to develop the plan were looking at a P4P lite with a emphasis on insuring the 2.75% would be available to those rated either standard or above.

7. Election:

There are currently 3 open seats on the OCMA Board of Directors. By the Nomination deadline, only two nomination forms were submitted. An on-line election will be held beginning November 20th and run through November 30th.

8. Marin Decision:

A recent ruling by a State Court in “Marin Association of Public Employees v. Marin County Employees Retirement Association” indicates that the inclusion of the premiums when pension payouts are calculated can be eliminated, without any legal consequences. It also neutered vested rights law, asserting that public employee pensions can be freely reduced so long as they are not destroyed. Donna explained that we are now working in concert with the OCAA to have our shared attorney submit a brief to the court requesting the effect of the ruling to be set aside until the CA Supreme Court can rule on the issue. We also will continue to work with OCAA in sharing the costs associated with taking other legal actions available to protect Manager’s rights.

9. Holiday Party:

The OCMA Membership Holiday Party is scheduled for December 15th at Original Mike’s in Santa Ana. Along with a buffet and drinks, a nice gift and wonderful door prizes will be available. All Members are encouraged to attend.

10. Other Issues:

Explanation of Vac/AL/Sick time: Donna provided a brief synopsis of how Vacation Time, Annual Leave Time and Sick Time is accrued and may be used. This was in response to a question by a member in attendance. Details are also included in the MOU which can be accessed on-line at the County HRS website or the OCMA website.

11. Door Prize:

Regal Movie Tickets were awarded to a lucky manager in attendance.

12. Adjournment