



## From The Desk of **Tom Mauk**

January 9, 2009

### **Managers Step Up!**

On Tuesday of this week, the leaders and members of the Orange County Managers Association (OCMA) voted to defer the performance based salary adjustments (2.5%) that are a part of the County/OCMA Memorandum of Understanding. We will be engaging in informal discussions with OCMA on this and related issues in the near future. Kudos to the managers and administrators of Orange County. As each of them works with the budget and finances to protect employees' jobs and public services, they have also acted to save approximately \$2.5 million that can be used toward job preservation. You may recall that executive managers already had given that benefit up, saving an additional \$500,000. That's called leadership and support for fellow employees and for each other.

Yet, once again, managers came to work Thursday morning under another scurrilous and misdirected attack by the leadership of OCEA. That is the same leadership that asks managers to work cooperatively with them. If you really want to know what Mr. Bernardino thinks of you, read the morning paper. But, I also have a friend who says, "If you want to play in the arena, you have to be willing to take the blows." So, as all 18,000 employees (rank and file, entry level, senior personnel, managers, administrators, those laid off and not laid off, furloughed and not furloughed) do the right thing by maintaining jobs and services, we will take whatever criticisms and blows that come with dealing successfully with tough times.

This office will not join in the effort to pit one group of employees against another. I personally am committed to finding productive solutions to these problems. In that regard, thanks to all of you who submitted suggestions to our website <http://budgetsavers.ocgov.com>...now that is a productive effort by many of you. We are going through them carefully.

So again, thanks to our managers and executive staff who most recently stepped forward with solutions and actions. Thanks to each employee who commented and thanks to the management of those Departments currently faced with the challenge of dealing with severe budget reductions and their efforts to mitigate the impacts on the public and their employees.

We will get through this...Together!

Thank you,

**Thomas G. Mauk**  
County Executive Officer



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