

The recent editorial in the *Orange County Register* (“Board Sets Bad Precedent on Bonuses”) completely misses the mark and is simply inaccurate. The *Register* misleadingly states that the Board of Supervisors privately approved retroactive raises for members of the Orange County Managers Association (OCMA) prior to voting down in public a new contract which included increases.

The fact is that these payments are being made in compliance with a previously negotiated contract. The County began negotiations with OCMA in November 2010 as their employment contract was due to expire on January 14, 2011 and as part of the negotiations, the County included in the discussions significant changes to the Pay for Performance award program contained in the existing contract.

OCMA agreed to defer the 2010 performance award that was due to be paid to eligible managers on or around January 5, 2011, until a new contract was hammered-out. After considerable effort, OCMA and the County failed to reach agreement on a new contract.

After determining that the County is legally bound to fund and award performance increases as outlined in the existing contract with the Administrative Managers employed by the County of Orange, the Board made the prudent decision to honor that legal obligation and thereby save the County the costs associated with unnecessary litigation. The Board has directed staff to continue to work with OCMA to reach an agreement which is fair to the County’s managers and is good for the taxpayers.

As the saying goes, “there are two sides to every story”. I would hope that in the future, the *Register* will put in the effort to gather all of the facts prior to printing their editorials.

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