



DIGEST

Around and About

A DOUBLE-barreled court action has been filed to force the Board of Supervisors to increase certain County salaries. The suit, filed last Tuesday, March 5, asks that approximately 350 County executives be paid salaries based on the Theodore Barry study released last Nov. 28.

That study recommended 283 raises, 18 decreases and 30 no-changes a salaries. The suit demands retro-active pay back to the beginning of the fiscal year, last July 1. Another portion of the suit questions the "time lag" that occurs between the County's annual survey of outside salaries and the July 1 date when new County salaries go into effect. The court action quotes section 47 of the County charter, which requires County employees be paid salaries at least equal to those prevailing in private firms for comparable work, where such salaries can be ascertained.

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Volume 1 Number 5

20 HAVE SHOT AT CPO'S JOB

MACHINERY has begun to move to select a present County employee as the new Chief Probation Officer, to replace retiring Leland Carter.

The job as head of the largest probation department in the world pays \$23,676 to \$29,484 a year.

Civil Service bulletins announcing the interdepartmental examination went on the boards last Monday. Applications will close next Thursday, March 14.

The Civil Service Commission had received letters from Probation Officers local 685 and the Supervising Deputy Probation Officers Association urging an open, nationwide examination to pick Carter's successor.

The commission pointed out, however, that section 34 of the County charter specifies that "whenever practicable vacancies shall be filled by promotion."

The requirements for applicants, as adopted by the commission Feb. 23, make about 20 County employees eligible to take the exam—eight of them in the Probation department, a dozen others in the Health, Social Services, Hospitals and law enforcement departments.

The requirements are:

"Two years' experience as a departmental head, chief deputy, or assistant director of a department in the field of probation, parole, detention, corrections, criminal law, health, public welfare, or social service employing 500 or more employees — OR — Five years' professional probation

or administrative experience in the Probation Department, two years of which must have been as the head of a division or major facility or higher."

A five-man examining board probably will interview applicants April 11, and submit the list of three highest scorers by April 15. If the Board of Supervisors acts quickly to name the new probation officer, Carter plans to depart May 1.

Carter, who is almost 62, has been on the County staff more than 30 years. He began with the then Department of Charities, which had offices in the now almost demolished Law building. (Says Carter, "We're both disappearing together.")

After a time-out for World War II service, Carter returned and tried an 18-month stint as a deputy to Assessor John R. Quinn. "But I found," Carter said, "that I was not *sympatico* with maps, value curves and other assessing stuff, so I went back to working with people."

He rejoined the welfare staff and served as director for 13 years of the Bureau of Public Assistance, now the Department of Public Social Services. He became Chief Probation Officer in February 1963.

As soon as he retires, Carter, his wife, and their travel trailer will head for the mountain lakes of Oregon. And when the summer chills into autumn, they intend to start wending their way southeastward toward Florida. After that, says Carter, they'll just play it by ear.

Around and About

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The suit was filed by the County Employees association; its officers, Roy Kundtz, Charles Maple, Austin Grigsby and Robert Webber; and by ten other employees—J. Miller Leavy, Allan McCurdy, A. B. Nathanson, Joseph Carr, Harry Wood, Harold Pressmen and William Curry of the D.A.'s office, Charles Windsor, assistant hospitals administrator, Dr. Donald Schwartz, deputy director of mental health, and Dr. Donald Muhich, chief of mental health regional services.

County counsel John Maharg requested, and the Board of Supervisors concurred, that the firm of Knapp, Gill, Hibbert and Stephens be employed as special counsel to handle the case. Maharg said his office would be involved in an untenable conflict of interest if it conducted the defense.

THE BOARD of Supervisors has postponed until April 2 any action on a proposal to merge the departments of Community Services and Senior Citizens Affairs into the department of Community Relations. The matter had been scheduled for consideration last Tuesday, March 5.

The Board also delayed for two weeks, until March 19, action on a suggested \$12,000 contract with three labor experts to review a proposed employee relations ordinance. The three—UCLA Prof. Benjamin Aaron, arbitrator Lloyd Bailer and attorney Howard Block—said the \$12,000 would cover their services, including secretarial and office expenses.

CIVIL SERVICE commissioner Thelma Mahoney is retiring as coordinator of the AFL-CIO county Committee on Political Education (COPE). She has been active in Los Angeles labor since 1941, when she began as assistant office manager of Retail Clerks Local 770. She will continue her post on the Civil Service commission.

Sex Rears Head --- in Rules

WOMEN WHO work for the County have long known, of course, that they get as many breaks as the men, if not more—the best typewriters, desks by the window, first chance at the coffee machines, admiring glances from visitors, and all that.

But now it's official.

The Civil Service Commission has prohibited any discrimination in County employment because of sex. The commission made the change Feb. 19 in rule 1.03, which already forbade discrimination on account of race, religion, political opinions or union affiliation.

The commission also amended rule 16.05, which authorizes the director of personnel to revoke the

transfer or reassignment of an employee if the personnel director finds it was made to force the employee to resign, to inflict undue hardship on him, or was the result of discrimination.

The amendment says the employee must accept the assignment while appealing to the personnel director. The employee later may appeal the director's decision to the Civil Service commission.

The commission turned down a suggestion that employee appeals should come directly to them, instead of going to the director of personnel.

The commission revised rule 21.04 to make clear that whenever an employee get a rating of "Improvement Needed," the rating sheet must be accompanied by a "Plan for Improvement" laying out what steps both the employee and his supervisor have agreed to take.

A public hearing is expected soon on further rule changes on the release of recurrent employees and on appeals from suspensions.

NURSES WANT RAISE BY APRIL 1

COUNTY OFFICIALS are considering a demand that nurses in County hospitals and the health department receive 5½ percent pay increases April 1, instead of waiting until the customary pay-raise date of July 1.

Ralph Eliaser, spokesman for the California Nurses' association, told the Board of Supervisors Feb. 27 that nurses in most private hospitals in this area will receive 5 percent raises in April. Eliaser said he had an informal understanding with County personnel staffers a year ago that nurses' pay would be reviewed for possible increases on April 1, 1968.

County nurses now receive 9½ to 12 percent higher salaries than private hospital nurses. With the April rise, private hospital nurses still will trail 4.3 percent to 6.7 percent behind the County scale.

Pay for all nurses, County and private, escalated rapidly between June 1966 and April 1967.

Graduate nurses at County hospitals, for instance, went from a \$476-\$560 range up to \$624-\$776, a boost of 38.6 percent in ten months.

The present demand involves 1,939 registered nurses in County hospitals and 751 in the health and

other departments. Here is the breakdown for the major groups:

COUNTY HOSPITALS

269 head nurses, who now receive \$735 to \$914 a month.

916 assistant head nurses at \$659 to \$819 a month.

473 graduate nurses, \$624 to \$776 a month.

HEALTH DEPARTMENT

322 public health nurses, \$696 to \$865 a month.

156 public health clinic nurses, \$624 to \$776, the same as graduate nurses in the hospitals.

The recommendation for a 5 percent pay increase for private hospital nurses comes from the Hospital Council of Southern California. Council members, which include all major private hospitals, usually accept the council's recommendations.

Long Beach Lot To Gain 100 Spaces

THE BOARD of Supervisors has given a go-ahead for the facelifting of parking lot 56 at the branch civic center in Long Beach.

The project will transform the lot from an unattended, park-and-lock area into one with attendants and some "stacked" parking.

The attendants also will exclude general public drivers who now use the lot, ignoring the stay-out signs at the entrance.

Mechanical department analysts estimate the tighter parking plan and the presence of attendants from 7 a.m. to 5 p.m. will yield 100 extra spaces for County employees, judges and jurors—enough to meet immediate needs.

Employees of the courts, County Clerk, District Attorney, Assessor, Probation, and other departments who work in the Long Beach building will be issued sticker permits for Lot 56.

Pasadena Parking Move

THE EXODUS of County employee parkers from the lot adjoining the Pasadena courts building has been scheduled for about July 1.

At that time they will begin using the five-level 1,000 car structure that has been erected nearby on North Garfield—and bulldozers will begin tearing up the present parking lot to permit construction of the \$5.8 million Northeast Superior Courts building.

The building will be completed in the spring of 1970. It will house 300 courts staffers and other County employees.

Odd Bits

Ed Martin, retirement systems manager, says studies have shown that at any given time approximately half of all County employees will have worked for the County more than five years, the other half for less than five years. Don't ask him why. He hasn't the answer.

In the C-NOTE CLUB

Introducing County employees whose better-work suggestions have won them \$100 and membership in the Century Note Club.

THERE WERE two things wrong with some 4,000 fluorescent light fixtures in several County buildings.

They were too close to the ceiling, occasionally ignited fires.

And they were unwieldy, heavy things to remove, requiring an electrician and his helper to climb up and down ladders, precariously.

Sam North, electrician at the Hondo shop of the Mechanical department, suggested that, to help in a project of lowering the fixtures 1½ inches from the ceilings, his department should use "high hoists"—metal holding racks that can be cranked up to receive the long light fixtures as they are disconnected, and hold them there until the electrician finishes installing a lengthened wire.

Sam's department bought four of the hoists. They worked fine.

Estimated savings the first year: \$1,464 including the cost of the hoists.

The Suggestion Award Board has voted Sam an initial \$100, plus an additional award at the end of the year when actual savings are known. He also will receive \$80 for the safety aspect of his suggestion.

Bloodmobile Coming

The County Bloodmobile will visit the Hall of Administration next Thursday and Friday, March 14 and 15, from 10 a.m. to 2:30 p.m. each day.

Those who wish to donate to the County employees' blood bank may make appointments through their departmental blood bank coordinator, or by calling David Friedland, County blood bank coordinator, 625-3611 ext. 65222.

Donations will be given in room B-8, Hall of Administration basement.

County Replies to Grand Jury Report

THE BOARD of Supervisors last Tuesday made formal reply to the 1967 grand jury's report on operations of 16 County departments. The reply is a thick sheaf of thank-you's (where the jurors praised a department) and explanations (where the grand jury was less kind).

Among other things, the County reply says that General hospital, beginning with its March inventory, will show what linen supplies have been lost by age, damage, and pilferage—and procedures against theft will be strengthened.

A jury suggestion that the Flood Control district cut its tax rate was rejected. Instead the district said it plans to reduce its cash surplus by getting more projects started.

The County said it is reviewing the suggestion to consolidate the Auditor-Controller's general claims division and special claims division into a single "disbursement division." The court trustee section and traffic division also might be placed in the new disbursement division.

The grand jury report had said any problems arising from the 1964 merger of the City and County health departments evidently have been overcome, but added "there has been little reduction in staff."

The County reply said the merger led to the elimination of 44 positions in the first year, and that a continuing management audit has reduced the staff by another 20.

The Board of Supervisors adopted the County reply under a state law that requires their comment on a grand jury's findings within 60 days after the jury is dismissed.

Bank Honors Its Big Depositors

MORE THAN 400 "big givers" to the County employees blood bank received awards in ceremonies at the Board of Supervisors hearing room last Friday.

Officials of the County and the Red Cross handed out the 1968 Gallon Donor Club pins and citations.

Leading donor was Capt. George Workman of County fire station 5 near Temple City. He received a certificate for giving eight gallons of blood. Workman told The DIGEST he became impressed with the life-saving value of blood banks while serving on a U.S. carrier in World War II. He has been donating to the County bank since 1950.

Henry Daniels, Sheriff's department, received a seven-gallon award, and Ray Shaw, Municipal courts, a six-gallon certificate. Five-gallon awards went to Don Karns, Flood Control district, and John McClintock, Mechanical department.

Eight employees received four-gallon certificates: James Taylor, APCD, Thomas Rowsey, Auditor-Controller; Leroy Wickland, Engineer; Robert Saddoris, Flood Control; Marvin Paske, Fire; John O'Neal, General Hospital; and Rhodes Mercer and Harold Sherer of Mechanical department.

Three-gallon awards went to:

ENGINEER—Frank Cessor, Carl Chovan, James Church, John Edwards, Edgar Fukutaki, Maurice Gray and Yoshimi Ito.

FLOOD CONTROL—Alvin Reece, John Mitchell and Stanley Blakely.

GENERAL HOSPITAL—George Dooren, Mary Gutierrez and Lois Porter.

MECHANICAL—Robert Bushman, Manuel Couto, John Harrison, and Arthur Myers.

PERSONNEL—Carolyn Calvert and William Hardy.

AGRICULTURE—Nathan Sweet

APCD—John Kaasen.

AUDITOR - CONTROLLER — Marvin Berkompas.

Seventy-five others received awards for donations totaling two gallons:

APCD—John Hall, Jack MacDonald, John Mills, and Lorraine Paul.

ASSESSOR—Grace Holt.

AUDITOR - CONTROLLER — Pete Arviso, Jack Cohen, Leon Emer, George Fisher and John Passarella.

BUILDING SERVICES—Ray Davis and Moses Lawrence

ENGINEER — Ralph Breeden, Robert Carlos, Alden Chase, Gerald Curtis, Perry Green, George Koga, Kenneth Kvammen, John Lloyd, Richard Mitchell, Kenneth Murphy, Davidres Poster, Ralph Reiseck, Yale Tynan and Eugene Zeller.

FLOOD CONTROL — Thomas Alexander, John E. Brown, Charles Hallstrom, Michael Johnson, Leonard Lilly, William McCord, Masanori Nagemi, Martin Parkinson, Donald Tabuchi and Lester Tanner.

FIRE—Patrick Carlin.

GENERAL HOSPITAL — John Busch, Roy Collins, Dorothy Magruder and Orval Smith.

HARBOR GENERAL — Samuel Carcerano and Emil Settledge.

MECHANICAL — Anthony Clarich, John Kudlik, Joe Lopez, Charles Potts, William Rhoads, Frank Sanders, Robert Sudduth and William Yost.

MIRA LOMA HOSPITAL — Douglas Ellis.

PARKS—Harlan Jacobson.

PERSONNEL—Bernard Emerick and George Osborne.

PURCHASING—Gary Ferguson, Leroy Moore and George Nakamura.

RANCHO LOS AMIGOS—Dora

Blue Cross-ers Are Reassured

COUNTY EMPLOYEES who subscribe to Blue Cross health insurance have been assured that a controversy between Blue Cross and twelve member hospitals in the Long Beach area will not affect their hospital benefits.

Gunther Dumalski, head of the Personnel department's insurance section, said the County's contract with Blue Cross requires that Blue Cross "shall provide care in any legally operated hospital."

Dumalski said this means that even if Blue Cross and the twelve Long Beach hospitals fail to patch up their differences by next September 1 (when their present contractual relationship expires), County employees still would be covered for the cost of any care they received in these or any other licensed hospitals.

Billings and Dr. Cecil Miller.

REGISTRAR-RECORDER — Harold Carter, Ray Lee and Marcus Woodward.

ROAD—Richard Andrews, James Battin, William Black, George Blaney, Webster Brush, Donald MacDougall, Henry Miller, Louis Muto, Eugene Shure and Donald Stipp.

Awards for giving one gallon of blood were given to 315 other County employees.

County of Los Angeles

DIGEST

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