



DIGEST

Around and About

A PROPOSAL to provide \$2,000 in free life insurance to each permanent, fulltime County employee gained the Board of Supervisors' approval in principle Tuesday, April 2. The proposal from the Department of Personnel pointed out that group life insurance for employees is now common practice in private industry and in a growing number of public agencies. Preliminary estimates show the \$2,000 coverage would cost the County about \$10 a year for each employee. In addition, each employee would have an opportunity to buy additional insurance through the County at low cost. The board ordered that Johnson and Higgins, insurance brokers, prepare a detailed plan for the insurance program "as soon as practicable" and submit it for Board approval.

A P R I L 5

1 9 6 8

Volume 1 Number 7

4 HEALTH PLANS EXPLAINED

THE COSTS and principal benefits of the four County-administered health insurance plans appear on pages 2 and 3 of today's DIGEST.

They will be of immediate interest to new County employees, who within 60 days of beginning work may subscribe to any of the four plans.

Other County employees, however, may want to study the plans in preparation for becoming a subscriber later this year during the "open period" when any County employee may join. Dates of the open period will be announced in *The Digest*.

Employees who do not wish to wait for the open period may apply for Blue Cross or Blue Shield coverage now by filing a statement of health history. The insurance company will evaluate the statement before accepting the application, a process that often takes several months.

Kaiser switchover

The newest addition to the list—the Kaiser Foundation health plan—presently has some 10,000 subscribers who joined as members of their

employee association or union. Kaiser has cancelled its contracts with the five employee groups in favor of a single contract with the County. Nearly all present Kaiser subscribers have switched their coverage to the County's contract with Kaiser. The changeover became effective April 1.

Kaiser now is accepting only new County employees as subscribers. Other workers must wait for Kaiser's open registration period, expected late in 1968 after Kaiser finishes expanding its facilities.

Most departments' personnel officers or payroll offices have insurance application forms. Employees also can obtain information from the insurance section, Personnel department, room 532 Hall of Administration, phone 625-3611 extension 65667.

Insurance chief Gunther Dumalski said new employees should anticipate a processing period of about two months before their health coverage goes into effect. That is, if the employee's enrollment form reaches the insurance section by May 1, the first paycheck deduction would be on June 10, and coverage would begin July 1.

How Much -- and for What? →

BLUE CROSS
High Option Plan
(with major medical coverage)

BLUE CROSS
Low Option Plan

MONTHLY PREMIUM

	Total Premium	County Pays	You Pay	Total Premium	County Pays	You Pay
Employee only →	\$ 9.80	\$8	\$ 1.80	\$ 8.40	\$8	\$ 0.40
With one dependent →	23.50	8	15.50	19.75	8	11.7
With two or more →	26.20	8	18.20	22.25	8	14.2

HOSPITAL

Room and general nursing care →

\$35 per day in any licensed hospital up to 365 days for each period of disability. Up to 60 days provided for nervous or mental disorders.

\$35 per day in any licensed hospital up to 31 days for each period of disability.

Other hospital services →

As a bed patient, 80 percent of charges; as an outpatient for surgery or for treatment of accidental injuries, 100 per cent of charges.

Same as High Option Plan.

SURGERY →

Scheduled amounts up to \$1,000 for surgeon, assistant surgeon, anesthesiologist. Payments based on Calif. Medical Association 1964 Relative Value Study. Surgical charges above scheduled amounts partially covered under Major Medical.

Same schedule as High Option Plan, except no Major Medical payments for charges in excess of schedule.

DOCTOR VISITS

Office calls →

Partially provided under Major Medical coverage.

No benefits.

House calls →

Partially provided under Major Medical coverage.

No benefits.

Hospital calls →

\$5 per day.

\$5 per day.

X-RAY AND LABORATORY →

Partially provided under Major Medical coverage.

No benefits.

MATERNITY →

\$100 for normal delivery,
\$200 for Caesarian section,
\$60 for miscarriage.

No benefits.

AMBULANCE →

Up to \$25 (excluding maternity cases).

Up to \$25 (excluding maternity cases).

MAJOR MEDICAL COVERAGE

(BLUE CROSS HIGH OPTION PLAN ONLY) If the benefits do not cover all charges, provides 80 percent of the charges (in excess of \$100 per year for each family member) for injury to jaw or natural teeth, including replacement; x-ray, radioactive therapy; physical therapy; artificial limbs, eyes, casts, splints, trusses, braces, crutches; rental of wheel chairs, hospital services during confinement for mental illness.

BLUE SHIELD
California Physicians' Service

KAISER FOUNDATION
Health Plan

Total Premium	County Pays	You Pay	Total Premium	County Pays	You Pay
\$11.98	\$8	\$ 3.98	\$10.41	\$8	\$ 2.41
21.97	8	13.97	20.82	8	12.82
25.33	8	17.33	29.88	8	21.88

80 percent of 3-or-more room rate (\$40 a day maximum) in any licensed hospital up to 180 days for each period of disability.

Hospital care and all necessary services provided in a Kaiser Foundation hospital. First 125 days, no charge. Remaining 240 days in the year at one-half the prevailing rate. In case of accident or illness requiring hospitalization more than 30 air miles from home and nearest Kaiser hospital, Kaiser provides up to \$1,000 for emergency care.

80 percent of hospital services.

Full payment for all usual, customary and reasonable fees for surgeon, assistant surgeon, and anesthesiologist when using services of a CPS physician (17,000 in California). Patient must pay difference if non-CPS physician charges higher rate.

All surgical services provided by Kaiser physicians at no charge.

Full payment provided in home or office (FOR SUBSCRIBER ONLY) when using CPS physician for up to 100 visits per year beginning with:

Patient pays \$2 for an office call, \$5 for a house call. Nursing calls at home provided without charge.

- First visit for an injury
- Third visit for an illness

Full payment provided in hospital for physician visits beginning with first visit.

No charge for physician visits in Kaiser hospitals.

Pays for all necessary x-rays for accidental injuries. Provides up to \$100 per year (FOR SUBSCRIBER ONLY) for diagnostic x-ray and lab services for illness.

Provided without charge in Kaiser Foundation offices or hospitals.

Up to \$50 for hospitalization. Surgical benefits for Caesarian deliveries & miscarriages. Subscriber only also may receive \$50 for physician services.

Patient pays \$100 if confinement takes place after ten months of continuous membership; \$175 if earlier. Charge covers hospital and medical services.

Up to \$25, including maternity cases.

Provided if within 30 miles of a Kaiser Foundation hospital.

may obtain further benefits under major medical coverage. This includes services: physician and surgeon, registered nurse; treatment for x-ray and laboratory examinations; ambulance to and from hospitals and similar equipment; blood transfusions; limited medical

Newhall Center OK'd

THE BOARD of Supervisors has cleared the way for constructing a County administrative center north of Newhall in the new community of Valencia.

The \$3.2 million center will consist of four buildings—a courthouse containing four municipal courts, a sheriff's station, a public library, and an office structure for the County engineer, regional planning, the assessor, and a health subcenter.

An estimated 125 County employees will work in the new center.

The Supervisors on March 26 approved a lease-purchase agreement with Newhall Land and Farming company to acquire the 10.7 acre site. The County agrees to lease the land for \$1 a year for five years with an option to purchase it for \$501,000.

County officials expect to let construction contracts next year and to have the center ready for use not later than 1972.

The land company has agreed to contribute \$100,000 toward the County's construction costs, provided the contracts have been let by Feb. 1, 1970.

Hearings to Begin on E-R Ordinance

A three-man committee of employee relations experts will hold public hearings next Wednesday and Thursday, April 10 and 11, as they begin reviewing the proposed County employee relations ordinance.

The three—Prof. Benjamin Aaron, arbitrator Lloyd Bailer and attorney Howard Block—have contracted with the Board of Supervisors to recommend an ordinance to the board before June 30.

The committee has invited persons or organizations wanting to testify at the hearings to call the committee office and to submit six copies of a position statement by next Monday, April 8. The committee office number is 272-8911 extension 3963.

The hearings will take place from 9 a.m. to 4 p.m. Wednesday and Thursday in room 740, New Hall of Records.

Question & Answer

"I have been with the County almost a year, and I would like to get ahead by taking some promotional examinations. But I guess I'm timid about taking up the matter with my supervisor. He might not like the idea, and I'm afraid he would not give me time off to take the exam."

Go ahead, talk with him. Section 240 (3) of the Salary Ordinance permits employees to take time off with pay to participate in county civil service examinations. Of course, if the exam is given outside your regular duty hours, you take it on your own time.

"I am back working for the County now after being gone two years in military service. Do I get vacation credit for the time I was in service?"

Afraid not. Vacation is based on the amount of time you were actually on the job and working during the prior calendar year. However, your time in military service does count toward your total County service time in determining when you will have earned three or more weeks of vacation.

Bloodmobile Coming to Harbor, Olive View

The County bloodmobile will visit Harbor General and Olive View hospitals next Wednesday afternoon, April 10.

Blood donors will be scheduled at intervals from noon to 4:30 p.m.—in the auditorium at Harbor General, in ward 104 at Olive View.

Those who wish to donate at Olive View should call Charles LeBerthon, EM 72231 extension 379. Coordinator at Harbor General is Bill Elliott, SP 52201 extension 323.

GOOD FRIDAY 'INTERLUDE'

County offices, as usual, will close from noon until 3 p.m. on Good Friday, April 12.

Nurses' Work Load Study Is Ordered

THE BOARD of Supervisors has ordered a study of whether the work load at County hospitals should be eased by hiring more nurses.

The Board acted March 26 as it complimented the hospital and public health nurses for voting down a proposal for mass resignations. Some members of the California Nurses association had urged the mass resignations to force pay increases April 1 instead of waiting for the customary County pay-rise date of July 1.

A spokesman for the hospital nurses—Mrs. Bonnie Graczyk of Harbor General—told reporters County hospital nurses, who now receive higher salaries than private hospital nurses, would be willing to forego this pay differential if their patient load per nurse could be reduced to that of private hospitals.

The Board of Supervisors asked the CAO, Director of Hospitals and Director of Personnel to advise them how many more nurses would be required to make this possible.

RULES DEADLINE

THE CIVIL Service commission has set next Wednesday, April 10, as the deadline to receive suggested changes in civil service rules from County departments and employee organizations.

The commission will hold public hearings on the proposed changes next month.

A summary of rule changes already being considered appeared in the March 10 Digest.

County of Los Angeles

D I G E S T

EDITORIAL BOARD

L. S. HOLLINGER, Chief Administrative Officer

GORDON T. NESVIG, Director of Personnel

ROBERT J. SCHROEDER, D.V.M., President, County Management Council

LORIN PETERSON, Editor

Editorial Office: Room 585 Hall of Administration, 222 North Grand Avenue, Los Angeles 90012
Telephone 625-3611, extension 65878