



DIGEST

Around and About

CHANGES ARE afoot in the probation and medical examiner-coroner's departments, following management audits by the CAO's office. The change in the probation department will create more room at the top, with two assistant probation officers reporting to head man Kenneth Kirkpatrick. One assistant PO will run the sprawling field services division, which will be split into three areas, each under a division chief. The other assistant PO will have two division chiefs, one to operate juvenile halls, the other to supervise the juvenile camps and treatment institutions.

The CAO's recommendations for the chief medical examiner-coroner's office, approved by the Board of Supervisors, call for gradual replacement of parttime "moonlighting" medical examiners with fulltime staffers, a training program for all

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SEPTEMBER 6

1968

Volume 1 Number 17

INSURANCE PROGRAM BEGINS

A SWEEPING program of free and low-cost life insurance for County employees became a reality this week.

The Board of Supervisors approved the insurance package August 27 upon recommendation of the department of personnel. It covers the 51,000 fulltime permanent staffers.

The package contains three items:

- * A \$2,000 policy on the life of each employee with premiums paid from the County general fund. This coverage went into effect last Sunday (Sept. 1).
- * Additional life insurance which the employee may obtain at rock-bottom rates.
- * Another optional policy the employee may purchase covering accidental death or dismemberment.

Gunther Dumalski, chief of the personnel department's employee benefits section, called the package "one of the best term life insurance bargains ever available to a large group of employees."

He said the County invited 87 of the nation's major insurance companies to submit bids for the County program. Twenty-one firms responded. Fireman's Fund American Life Insurance company offered the most favorable bid for the County-paid and optional life coverage. Hartford Accident and Indemnity company was awarded the contract for the accidental death or dismemberment policies. Both firms guaranteed no change in their premium for five years.

Following are brief summaries of
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E - R ORDINANCE - AT LAST

THE LONG - delayed birth of a County employee relations ordinance finally came to pass last Tuesday (Sept. 3) as the Board of Supervisors approved it unanimously.

The Board, which had received a half-dozen successive drafts of an employee relations ordinance ever since director of personnel Gordon Nesvig submitted the first one in January 1967, acted Tuesday on the latest version prepared by a panel of three labor experts—UCLA Prof. Benjamin Aaron, Dr. Lloyd Bailer and Howard Block.

Aaron told the Board that the committee's ordinance had the support of the county federation of the AFL-CIO, several County employee

associations, personnel director Nesvig, the CAO and the County counsel.

Only spokesmen from the Los Angeles County Employees association appeared Tuesday to oppose the ordinance. As the Board prepared to vote, LACEA counsel Cy Lemaire intimated the association may attempt court action against the ordinance.

The ordinance lays out the ground rules for County employees to organize themselves into "representation units" which can negotiate agreements with County management as to "wages, hours, and other terms and conditions of employ-

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What Additional Insurance Will Cost

UNDER THE County's new group policy program, each fulltime, permanent employe is covered by \$2,000 in County-paid life insurance. In addition, the employe may purchase life insurance that is either *equal* to his annual salary, or to *half* his annual salary, or to *twice* his annual salary. The following table shows the premiums that employees will pay on policies equal to their annual pay. The value of the policy will be rounded to the thousand-multiple next highest above the annual salary. For example, an employe earning \$7,300 a year could take out a policy for \$8,000; if his pay totaled \$6,600, the policy would be for \$7,000; and so on.

PREMIUM PER MONTH — by age groups

Basic Monthly Salary	Amount of Life Insurance	Up to 20	20 to 24	25 to 29	30 to 34	35 to 39	40 to 44	45 to 49	50 to 54	55 to 59	60 to 64	65 to 69
Up to \$416	\$ 5,000	\$0.43	\$0.45	\$0.48	\$0.52	\$0.67	\$0.98	\$1.50	\$2.33	\$3.65	\$ 5.48	\$ 8.29
\$ 417 - \$ 500	6,000	0.51	0.53	0.58	0.62	0.80	1.18	1.80	2.80	4.37	6.57	9.95
501 - 583	7,000	0.60	0.62	0.67	0.73	0.93	1.37	2.10	3.26	5.10	7.67	11.61
584 - 666	8,000	0.68	0.71	0.77	0.83	1.06	1.57	2.40	3.73	5.83	8.76	13.26
667 - 750	9,000	0.77	0.80	0.86	0.94	1.20	1.76	2.70	4.19	6.56	9.86	14.92
751 - 833	10,000	0.85	0.89	0.96	1.04	1.33	1.96	3.00	4.66	7.29	10.95	16.58
834 - 916	11,000	0.94	0.98	1.06	1.14	1.46	2.16	3.30	5.13	8.02	12.05	18.24
917 - 1000	12,000	1.02	1.07	1.15	1.25	1.60	2.35	3.60	5.59	8.75	13.14	19.90
1001 - 1083	13,000	1.11	1.16	1.25	1.35	1.73	2.55	3.90	6.06	9.48	14.24	21.55
1084 - 1166	14,000	1.19	1.25	1.34	1.46	1.86	2.74	4.20	6.52	10.21	15.33	23.21
1167 - 1250	15,000	1.28	1.34	1.44	1.56	2.00	2.94	4.50	6.99	10.94	16.43	24.87
1251 - 1333	16,000	1.36	1.42	1.54	1.66	2.13	3.14	4.80	7.46	11.66	17.52	26.53
1334 - 1416	17,000	1.45	1.51	1.63	1.77	2.26	3.33	5.10	7.92	12.39	18.62	28.19
1417 - 1500	18,000	1.53	1.60	1.73	1.87	2.39	3.53	5.40	8.39	13.12	19.71	29.84
1501 - 1583	19,000	1.62	1.69	1.82	1.98	2.53	3.72	5.70	8.85	13.85	20.81	31.50
1584 - 1666	20,000	1.70	1.78	1.92	2.08	2.66	3.92	6.00	9.32	14.58	21.90	33.16

THE ABOVE table shows premium rates for policies equal to an employe's annual salary. The premiums for a policy equal to *half* the annual salary would be *half* the above figures. The premium for a policy equal to *twice* the annual salary would be *twice* the above rates.

EXAMPLES: An employe, age 32, whose monthly County salary is \$715 may buy \$9,000 of additional life insurance (the equivalent of his annual pay) for 94 cents a month. If he wants more protection than this, he may obtain a policy for twice his annual salary, or \$18,000, for a premium of \$1.87 a month. If he wants less protection at a small premium, he may subscribe for insurance equal to only half his annual salary — that is, a \$4,500 policy for 47 cents a month.

An employe 44 years old with a monthly salary of \$940 may buy a \$12,000 policy (equal to his annual pay) for \$2.35 a month. Or he may buy twice that much, \$24,000 of insurance, for \$4.70 a month. Or he may choose a policy of \$6,000 (half his annual salary) for \$1.18 a month.

RATES INCREASE WITH AGE: An employe buying additional insurance will pay premiums in accord with his present age bracket, as shown in the table above. When he advances into the next older age bracket, his premiums will automatically rise.

INSURANCE

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the three kinds of coverage employees may have:

A policy of \$2,000 on the life of each fulltime, permanent employee went into effect this week. An employee is not required to sign forms or take any other enrollment action. In the event of death, a \$2,000 payment will be made to the employee's spouse or his estate.

Additional life insurance

Later this month, each fulltime, permanent employee will be given the opportunity to sign up for additional coverage totaling either one-half his annual salary, or the equal of his annual salary, or twice his annual salary. The choice is up to him.

Premiums will be based on the employee's age, as follows:

<i>Employee's age</i>	<i>Monthly cost per \$1,000 insurance</i>
Under 20 years	8.5 cents
20 - 24 years	8.9 cents
25 - 29 years	9.6 cents
30 - 34 years	10.4 cents
35 - 39 years	13.3 cents
40 - 44 years	19.6 cents
45 - 49 years	30.0 cents
50 - 54 years	46.6 cents
55 - 59 years	72.9 cents
60 - 64 years	\$1.095
65 - 69 years	\$1.658

"This rate schedule," Dumalski said, "is particularly attractive to younger employees who are heads of families. It offers them low-cost insurance during the early years while rearing a family and sending the children to school."

Dumalski said envelopes will be sent to each employee in late September with forms and information on the additional insurance. Those returning signed forms before Oct. 15 will receive the added coverage starting Dec. 1. Employees will pay premiums through payroll deductions.

Coverage for dependents

Employees who subscribe to additional insurance for themselves also may take out policies on their dependents. This coverage is \$1,000 on the life of the spouse and on each

child aged six months to 21 years. The premium cost is 50 cents a month, regardless of the number of dependents.

Accidental death

An employee also may insure himself (plus his family, if he wishes) against death or dismemberment from accidental causes. These policies have face values of \$10,000 or \$25,000 or \$50,000 or higher multiples of \$50,000. Maximum coverage is ten times the employee's annual salary. Premium is five cents a month for each \$1,000 coverage.

In addition to his own coverage, an employee may insure his spouse and children for approximately half the value of his policy for an additional two cents a month per \$1,000.

ORDINANCE

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ment." The ordinance specifies that no employee may be intimidated or coerced either into joining or not joining any organization.

The ordinance creates a new and largely independent "employee relations commission" of three members. They will have broad powers to oversee the formation of employee representation units, to help settle impasses between employee organizations and County management, to investigate charges of unfair employee relations practices, and to administer the ordinance generally. The Board of Supervisors will appoint the three commissioners soon from a list of seven possibilities nominated by Aaron, Bailer and Block and reviewed both by the County Management council and a committee chosen by existing employee organizations. (If the council and committee are unable to agree on seven names, the Aaron-Bailer-Block committee will provide the needed nominees to the Board of Supervisors.)

When future vacancies on the commission occur, the Board of Supervisors will fill each vacancy from a list of three nominated by the management council and an employee organizations' committee.

Around and About

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first-line supervisors, simplified record-keeping, an effort to improve relations with the medical community and medical schools, and a \$10,000 sprucing-up of the coroner's musty quarters in the basement of the Hall of Justice. Still pending: a decision on whether the coroner should enlarge his staff of investigators from 16 to 36.

THE HEALTH department, which has been undergoing a CAO management audit the past two years, soon will find itself under a new microscope—a 15 month study by the American Public Health association into the department's programs. The Board of Supervisors has contracted to pay the association \$146,000 for the survey, which will begin in October, headed by Dr. Malcolm Merrill, former state director of health.

JIM VINE, after 4½ years as chief deputy to assessor Philip Watson, has reentered private business. He started work last Tuesday (Sept. 3) as regional operations manager for Chilton Corporation, Dallas, which operates credit bureaus in six states. Gerald Miller moves up to Vine's job with the newly established title of assistant assessor.

Politicking Do's and Don'ts

COUNTY COUNSEL John Maharg has issued a list of "thou may's" and "thou may not's" for County employees who want to take part in political campaigns.

Maharg told The DIGEST that court decisions in recent years have eased some of the old restrictions, but state law and County ordinances still limit certain political activities.

For instance:

* No County officer or employee may wear his uniform while indulging in political activity.

* An employee may not use his County position to influence the political actions of other employees or of citizens in general.

* A County employee at no time may solicit political funds or signatures on petitions from other County employees.

But this rule does not apply if the employee is promoting the passage (or defeat) of a ballot measure that would affect his pay, hours of work, retirement, civil service, or other working conditions. In such instances, however, the employee's department head has the right to limit his participation to off-duty hours.

* Neither an employee nor anyone else may do political soliciting on County property.

* In his role as a private citizen, a County employee during off-duty hours may solicit funds or participate in other political efforts, provided that he does not represent himself as a County employee or otherwise utilize his County position to aid in soliciting funds or assisting any political candidate.

Maharg said County department heads have wide discretion in deciding whether a given employee's behavior injures his department—for example, a deputy sheriff who wears a campaign button on his helmet.

The department head also is usually the one to decide whether an employee may be granted leave from his job to work in a political campaign.

Maharg pointed out that some departments, notably DPSS, have

many employees whose political activities are limited by the federal Hatch act — this because they are employed in programs financed by federal funds. The most important restriction here is against an employee's taking "an active part in political management in political campaigns." However, Maharg said the Hatch act permits a County employee to express political opinions, use bumper stickers, have a sign on his lawn and otherwise indicate his preference as to candidates and issues.

Maharg suggested any employee wishing to engage in political campaigning who believes he is subject to the Hatch act should see his supervisor or department's personnel officer for guidance as to possible conflict.

Question & Answer

"I have been a bit concerned ever since reading in the paper about the deputy public defender in Ventura County who was suddenly fired because he was too fat. He was a probationary employee. I am a probationary employee, too, and I am, shall we say, plump. Could the same thing happen to me in this County?"

It depends on whether you were rated "conditionally qualified" when you took your physical examination and went to work for the County. Medical rules say that if an applicant is from 25 to 33 percent over normal weight for his height and age, he may be hired on condition he gets below 25 percent overweight during his probationary period. Anyone more than 33 percent above normal doesn't get hired. If you went to work conditionally qualified because of overweight, then you'd better get down to the figure required before your six months probation expires. But if you were hired with no such strings attached, you don't have to worry about being "plump."

Evening Classes Open to Employees

FALL SEMESTER evening classes, which the County sponsors for its employees, will open in mid-September.

Most of the 60 courses carry college credit for East Los Angeles college. Other classes are part of the adult schools program. Fees range from \$2.50 to \$6.

Subjects include management techniques, data processing, spoken and written communication, engineering, mathematics, conversational Spanish, accounting, secretarial skills, and a new course in labor-management relations.

Most classes will meet in Civic Center for three hours one evening a week, beginning at 5:30 or 6 p.m. Students may park free after 5 p.m. in lot 17 at First and Olive streets.

Would-be students may register and obtain counseling in room 493, Hall of Administration, from 5 to 7 p.m. next Tuesday, Wednesday and Thursday, September 10, 11 and 12. Counselors again will be available in room 493 during the first week of classes, September 16 through 19. Latecomers may register during this week at the first meeting of the class, if it still has vacancies.

Each County department's personnel office has evening class bulletins. Information also is available from the County's evening class coordinator, telephone 625-3611, extension 64311.

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LORIN PETERSON, Editor
Editorial Office: Room 585 Hall of Administration, 222 North Grand Avenue, Los Angeles 90012
Telephone 625-3611, extension 65878
For extra copies, extension 65912