



# DIGEST

## *Around and About*

CHRISTMAS CHEER from the auditor-controller: paychecks will be distributed two days early, on Dec. 23—provided the departmental payroll clerks get their reports in by Monday, the 16th.

THE BOARD of Supervisors last Tuesday (Dec. 10) ordered the CAO, County counsel, et al to get on with creation of a nonprofit corporation to undertake a \$6 million project on the Medical Center grounds—a new building for the medical examiner-coroner and hospital administration, and a parking structure for 1,250 cars.

The Board also approved creating a "South Central Superior Court District" with a branch courthouse in Compton.

TWO CHANGES among County gavel-wielders: Ernest Debs succeeds Frank Bonelli as chairman of the Board of Supervisors for 1969; and O. Richard Capen has been elected president of the civil service commission by fellow commissioners Thelma Mahoney and Harry Albert, outgoing president. Debs previously chaired the Board in 1961 and 1962. Capen was CSC president in 1966.

DECEMBER 13

1968

Volume 1 Number 23

## MORE EMPLOYEE MEDICAL CARE?

THE BOARD of Supervisors is scheduled to act Jan. 7 on a proposed two-piece "employee health" package—a multimillion dollar program of self-insurance for injured County workers, and a system of job-connected medical attention for County employees.

CAO Lin Hollinger and director of personnel Gordon Nesvig submitted the proposal to the Board Dec. 3, and the Board postponed action on it for five weeks.

Hollinger estimated that the County could save about \$2 million a year for the next five years and \$1 million a year thereafter by adopting the self-insurance plan.

The County would drop its present system of carrying workman's compensation through the State Compensation Insurance fund.

Instead injured County employees would be compensated directly from County funds and would be treated in many cases in County hospital and rehabilitation facilities.

Some spokesmen of employee groups immediately voiced fears that injured workers might not receive careful consideration of their claims under a County self-insurance system.

### *Occupational health*

The Hollinger-Nesvig recommendations to the Board included granting 17 new positions to Dr. Jean Felton, who joined the County in October to plan the proposed occupational health program. In an interview with *The DIGEST*, Dr. Felton outlined his hopes for the occupational health service:

"The general objective is to keep the employee well, and if he isn't well to see if we can improve his health. . . This doesn't mean we're going to take on for life the care of employees. Prolonged illnesses are the field of private physicians. But if the employee has symptoms, any minor illness at work—a headache, pain in the back, upset stomach, whatever—we will be equipped to make him comfortable so that he can complete the work shift. . . ."

"For the person who is injured on the job or in those rare cases involving an occupational illness derived from his work, we'll provide complete care—hospitalization if necessary, physical therapy or rehabilitation. . . . We'll have available the facilities of the County-USC Medical center, and other places such as Rancho Los Amigos for severe cases involving, say, paralysis. . . ."

"In addition there will be a program of health education to motivate employees toward better health behavior—also a program in alcoholism rehabilitation because every organization, whether it's an auto-making company, a municipality or anything else, has a certain number of people with a drinking problem. . . . And we expect to provide counseling to employees who develop emotional problems. . . ."

Dr. Felton said medical facilities will be expanded in the Hall of Administration to provide care for Civic Center employees who develop on-the-job symptoms. He said other care centers will be established in outlying concentrations of County employees.

# A Review of 1968

--- as reported in *The DIGEST*

*No. 1, Jan. 10, 1968*

REGISTRAR-RECORDER'S office is born from merger of recorder Ray Lee's department with that of retiring registrar of voters Ben Hite.

P O U N D DEPARTMENT changes name to Department of Animal Control.

JOHN MAHARG takes over as new County counsel.

Board of Supervisors votes to permit a rise of up to 3 percent a year in the RETIREMENT ALLOWANCE of retired employees if justified by higher cost of living. The former limit was 2 percent increase a year.

The DIGEST begins publication for free distribution in all County departments.

*No. 2, Jan. 25*

Supervisors order study on whether County should lower its compulsory RETIREMENT AGE from 70 to 65 starting in 1974.

New chief medical examiner-corer THOMAS NOGUCHI tells of struggle for medical education.

The Los Angeles COST OF LIVING—it could be worse.

County officials make plea for LEGISLATION PACKAGE at Sacramento luncheon.

*No. 3, Feb. 10*

Supervisors postpone action on EMPLOYEE RELATIONS ORDINANCE proposed by personnel director Gordon Nesvig.

COUNTY LIFEGUARDS get authority to issue citations to those misbehaving on County beaches.

AUDITOR - CONTROLLER explains "How to Read Your Paycheck Stub."

Citizens' study group recommends large cities and counties create office of OMBUDSMAN.

*No. 4, Feb. 25*

LOTS 10, 19 and 30 will be first casualties in the coming "crunch" in Civic Center parking.

Supervisors ask three consultants—Benjamin Aaron, Lloyd Bailer, Howard Block—to draft an EMPLOYEE RELATIONS ORDINANCE.

County General HOSPITAL is renamed Los Angeles County-University of Southern California Medical center.

Supervisors request Citizens Economy and Efficiency committee to study adjustment of 340 County EXECUTIVES' SALARIES.

*No. 5, March 10*

Civil service commission sets examination to choose successor to retiring CHIEF PROBATION OFFICER Leland Carter.

County Employees association files suit challenging County's methods of SETTING SALARIES.

COUNTY NURSES demand pay increase April 1 instead of on customary July 1 date.

NEW RULES by civil service commission forbid job discrimination based on sex, and clarify appeals procedure.

CAO files written reply to 1967 GRAND JURY report on County operations.

*No. 6, March 22*

COUNTY MARSHAL, fighting merger into sheriff's department, obtains passage of AB 470 in state assembly.

MARINA DEL REY is reported "in the black" for first time with income equal to operating expenses.

Rising WELFARE caseload forces DPSS to hire 610 more social workers.

PERSONNEL DEPARTMENT begins talks with employee organizations on 1968-69 SALARIES.

Supervisors tell NURSES they must wait until July 1 for pay increase.

EMPLOYEE RELATIONS consultants Aaron, Bailer and Block sign \$12,000 contract to prepare an E-R ordinance.

PUNCHED-CARD BALLOT system will get preliminary workout in several municipal elections April 9.

*No. 7, April 5*

Supervisors approve in principle providing \$2,000 in County-paid LIFE INSURANCE to each permanent, fulltime employee. Study is ordered.

Costs and benefits of the four County - sponsored HEALTH PLANS are compared.

Supervisors approve lease-purchase agreement to acquire 10.7 acres for NEWHALL ADMINISTRATIVE CENTER.

EMPLOYEE RELATIONS consultants' committee schedules public hearings to hear employee and management views.

*No. 8, April 19*

Verbatim excerpts given from E-R consultants' hearings on a proposed EMPLOYEE RELATIONS ordinance.

Schedule announced for presenting 1968-69 COUNTY BUDGET and SALARY RECOMMENDATIONS.

Director of personnel Gordon Nesvig invites employee organizations to form committee to help plan group LIFE INSURANCE program.

Seven take examination for CHIEF PROBATION OFFICER but announcement of results delayed by Local 685's court suit.

*No. 9, May 3*

CAO proposes 1968-69 BUDGET to Supervisors, with general fund spending topping \$1 billion for the first time.

Director of personnel recommends PAY INCREASES for virtually all employees in coming year—a 5½ percent increase for most. Also recommends higher MINIMUM WAGE, more liberal SICK LEAVE, and earlier VACATIONS for new employees.

PROBATION OFFICERS union, local 685, loses court suit to block interdepartmental promotional exam for chief probation officer.

*No. 10, May 24*

Supervisors approve HIGHER 1968-69 SALARIES and benefits recommended by director of personnel.

KENNETH KIRKPATRICK takes over as chief probation officer. Work of department outlined.

*No. 11, June 7*

CAO recommends higher MILEAGE ALLOWANCE for employees who drive own cars on County business.

Supervisors criticize "bugs" in PUNCHED-CARD BALLOT counting in June 7 primary, demand improvement for November general election.

Handling of IMPROVEMENT-NEEDED APPEALS explained.

PROBATION DEPARTMENT turns over its bill-collecting business to the hospital department's bureau of resources and collections.

CUSTODIANS in County buildings will receive FREE UNIFORMS.

*No. 12, June 21*

"PORTABLE" PARKING STRUCTURES for 800 cars will go up on First street.

PARKING FEE of \$7 a month will end July 1 for Civic Center employees.

Supervisors adopt record COUNTY BUDGET for 1968-69 with \$1.25 billion in the general fund,

nearly \$270 million in special and district funds.

COUNTY PAYROLL for first time passes 57,000, an increase of nearly 3,000 over a year ago.

Civil service commission cuts to ten days the time an employee may be SUSPENDED WITHOUT APPEAL.

*No. 13, July 5*

SHERIFF PETER PITCHESS will acquire four more helicopters for his "air force" to sky-patrol eight cities in the southeast county.

UNCLE SAM's income surtax will take a bigger nip of PAY-CHECKS.

The County notifies City of Los Angeles it must pay the same percentage rate as other cities for County ASSESSING and TAX COLLECTING services. L.A. city officials object.

Personnel department invites 80 large U. S. insurance firms to bid on providing GROUP LIFE INSURANCE to County employees.

*No. 14, July 19*

CAO'S MANAGEMENT services division reports it has saved about \$5 million a year since beginning "management audits" in 1965.

Political tussle between MARSHAL and CITIZENS ECONOMY AND EFFICIENCY COMMITTEE ends in a draw. Both their bills die in Sacramento.

Story told of STRIKE BY SANTA MONICA CITY EMPLOYEES, in which officials of County Employees association took active part.

ASSESSOR reports total of taxable property in the county hit a record assessed value of \$16.9 billion, a rise of 5.39 percent over the previous year.

RETIREMENT CHECKS of 9,700 former County employees go up the permissible maximum of 3 percent to meet higher cost of living.

HEALTH DEPARTMENT hires hippies for anti-V.D. campaign.

*No. 15, Aug. 2*

Entire issue devoted to the EMPLOYEE RELATIONS ORDINANCE recommended to the Supervisors by the Aaron-Bailer-Block committee.

*No. 16, Aug. 16*

COUNTY'S COMPUTERS are described in payroll, hospital, assessor, DPSS and other operations.

BUILDING CRAFTS employees will start drawing bigger paychecks Sept. 1.

New regulations for setting VACATIONS are explained.

*No. 17, Sept. 6*

Supervisors adopt broad program of free and low-cost optional LIFE INSURANCE for County employees.

Supervisors unanimously approve an EMPLOYEE RELATIONS ORDINANCE.

Changes are afoot in PROBATION and CORONER'S departments following CAO management audits.

County counsel issues do's and don'ts for employees who want to take part in POLITICAL CAMPAIGNS.

*No. 18, Oct. 4*

County will take over administration of ROSS-LOOS HEALTH PLAN from County Employees association.

BLUE CROSS and CPS-BLUE SHIELD make changes in premiums and benefits as they renew contracts with County.

Supervisors order legislation drafted to change system for managing INVESTMENT OF RETIREMENT FUNDS.

Supervisors approve documents permitting private donors to build an ACADEMY OF THE PERFORMING ARTS on the block south of the Music Center.

DEPUTY SHERIFFS Robert Schnur and Garry McCullah are killed when their helicopter crashes.

*(Continued on page 4)*

# A Review of 1968

(Continued from page 3)

**PUBLIC SOCIAL SERVICES** advisory commission urges federal and state governments to drop mandatory staff-to-caseload ratios for social workers.

County Employees association loses court attempt to get a preliminary injunction blocking use of the new **EMPLOYEE RELATIONS ORDINANCE**.

*No. 19, Oct. 18*

Supervisors appoint first **EMPLOYEE RELATIONS COMMISSION**—Lloyd Bailer, Neely Gardner, Melvin Lennard.

**LIN HOLLINGER** announces he will retire as CAO Feb. 1, 1969, after 11 years in the post.

Supervisors approve hiring 73 more staff and expanding space to speed up flow of patients through the **COUNTY - USC MEDICAL CENTER**.

*No. 20, Nov. 1*

**EMPLOYEE RELATIONS COMMISSION** meets with 50 representatives of County management and employee organizations to discuss rules for forming representation units.

Walls are rising for **MARTIN LUTHER KING, JR., GENERAL HOSPITAL**. Construction crews include many Negroes.

Superior court refuses to issue order blocking **DPSS** from using **COMPUTERS** to calculate grants.

Supervisors order steps taken to form nonprofit corporation to construct a new **CHIEF MEDICAL EXAMINER-CORONER'S** building.

Nearly 1,000 County employees being recruited for Nov. 5 **ELECTION** night work.

Civil service commission sets requirements for **CAO APPLICANTS**.

Supervisors approve reorganization of **REGIONAL PLANNING'S** top management.

County counsel advises nearly all meetings of **COUNTY BOARDS** and **COMMISSIONS** must be open to public.

Supervisors ask **RETIREMENT BOARD** to award contracts to low bidders for \$32.7 million Criminal Courts building (Gust K. Newberg Co.) and \$6.2 million Mall phase two project (C. V. Holder, Inc.)

**GORDON MILLIMAN** is named chief of CAO's new division of data processing services.

Actuaries' report expected soon on costs of lowering **COMPULSORY RETIREMENT AGE** from 70 to 65.

County's program of free and optional **LIFE INSURANCE** is extended to 480 sanitation district employees.

*No. 21, Nov. 15*

Civil service commission posts "applications wanted" notices of **CAO** examination. Previous exam procedure in 1958 is described.

**PROBATION** department extends work furlough program to women prisoners.

**RECLASSIFICATION RULES** are revised.

**REGISTRAR-RECORDER** gets bouquets for fast vote count Nov. 5.

*No. 22, Nov. 29*

Eight executives will compete in **CAO EXAMINATION**.

Supervisors excoriate food served in Hall of Administration **CAFETERIA**.

**DPSS** director Ellis Murphy says proposed federal rule would have "significant effect" on social workers.

**HEALTH PLANS** open enrollment is set for Jan. 6 to Feb. 7.

**TIGHTER SECURITY** is ordered after intruder kills guard Lee Roach in Hall of Administration.

## E-R Ordinance Encounters Delay

**THE COUNTY'S** new employee relations commission has run into a legal delay.

Superior judge Leonard Diether issued a temporary injunction Dec. 9 ordering it to suspend all work except the drafting of its rules.

The order will remain in effect pending trial of a suit brought by Los Angeles County Employees association challenging legality of the ordinance. The trial is scheduled to begin Jan. 13 before Judge Diether.

Director of personnel Gordon Nesvig expressed "disappointment" at the issuing of the temporary order, adding: "I know this disappointment is shared by representatives of most associations and unions of County employees. We all hoped the employee relations commission would be able to move promptly toward certifying appropriate representation units, wherever employees wished to form them, so that we could negotiate agreements as to pay and working conditions for the next fiscal year beginning July 1, 1969. The Dec. 9 court action would appear to make that impossible. However, we shall continue to meet and confer with employee groups about pay and working conditions as we have in the past—but not formally negotiate."

County of Los Angeles

## D I G E S T

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