



DIGEST

Around and About

THE CIVIL service commission has set Monday and Tuesday, Jan. 20 and 21, for examining the eight would-be successors to Lin Hollinger, who will vacate his office as CAO Feb. 1. He is retiring after slightly more than 11 years in the post and 43 years with the County. Commission president O. Richard Capen told *The DIGEST* that he and fellow commissioners Thelma Mahoney and Harry Albert will sit on the interview board along with four prominent citizens they have selected to join them. The seven-member board will meet, one after the other, with the eight County executives who have applied for the CAO position: director of real estate management Arthur Will, treasurer-tax collector Harold Ostly, director of personnel Gordon Nesvig, DPSS director Ellis Murphy, County engineer John Lambie, public administrator Baldo Kristovich, Roy Hoover, chief of the CAO's special services division, and Ted Durkee, chief of the CAO's management

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HEALTH PLAN SIGN-UP OPENS

AN OPEN enrollment period begins next Monday, Jan. 6, for the four County-sponsored health plans. It will continue for five weeks until Friday, Feb. 7.

During this period any permanent fulltime County employee may sign up for health insurance for himself or his dependents for the first time, or may switch from one health plan to another. No physical examination or other "evidence of insurability" will be required.

Coverage will begin April 1, 1969.

Brief side-by-side descriptions of the four plans—Blue Cross, CPS-Blue Shield, Ross-Loos and Kaiser Foundation—appear on pages 2 and 3. An employee may get a more detailed description by asking his payroll clerk or department personnel office for the health plan booklets.

The plans differ, to meet differing

employee needs and tastes. All four provide coverage for doctors' and hospital costs but with varying arrangements.

Under Blue Cross, with its slightly lower premiums, the subscriber pays the first \$100 a year for the cost of doctors' office calls and any other non-hospital expenses; however, Blue Cross begins paying for hospital expenses and surgery immediately without any deductible requirement.

CPS-Blue Shield covers doctors' services (for subscribers only) from the first call for an injury and the third call for an illness without a "deductible" but charges slightly higher premiums. This plan also begins immediately paying 80 percent of hospital expenses with certain limitations.

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RETIRE-SOONER CHANGES OK'D

THE BOARD of Supervisors voted last Tuesday (Dec. 31) to "speed up" the County retirement system for its 47,000 general members as permitted under a law passed by the 1967 legislature.

The changes, briefly, are these:

- The mandatory retirement age will become 65 instead of 70. This change goes into effect Jan. 1, 1974. Until then, the age-70 limit remains in force.

- The schedule of retirement benefits immediately will be accelerated so that, for example, an employee with 30 years service may now retire at half pay at age 55 instead of at age 57 years 6 months.

- To finance the earlier retirements, employee contributions into the County retirement fund will be increased. The deductions for most employees will range from 10 to 15 percent above their present levels depending on age and sex (a woman worker age 20, for example, will have an increase of only 8 percent while a man in his fifties will find his retirement deduction rising about 17 percent).

The increase would have been greater except for another change approved by the Board of Supervisors—an upward revision in the

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BLUE CROSS
(High Option plan provides major medical coverage, Low Option plan does not)

BLUE SHIELD
California Physicians' Service

MONTHLY PREMIUM	Total Premium		County Pays	You Pay		Total Premium	County Pays
	High Option	Low Option		High Option	Low Option		
Employees only →	\$ 9.50	\$ 8.40	\$8	\$ 1.50	\$ 0.40	\$14.15	\$8
With one dependent →	23.30	19.75	8	15.30	11.75	25.95	8
With two or more →	26.00	22.25	8	18.00	14.25	29.90	8

HOSPITAL

Room and general nursing care →

\$42 per day in any licensed hospital up to 365 days for each period of disability; \$84 per day in intensive care unit; \$21 per day in extended care facility. Up to 60 days hospitalization provided for nervous or mental disorders.

80% of 3-or-more room rate (\$40 a day maximum payment) in any licensed hospital; 180 days for each period of disability; day in an extended care facility.

Other hospital services →

As a bed patient 80% of charges. As an outpatient for surgery or for treatment of accidental injuries, 100% of charges

80% of hospital services and supplies.

SURGERY →

Scheduled amounts up to \$1,000 for surgeon, assistant surgeon, anesthesiologist. Payments based on California Medical Association 1964 Relative Value Study. *Under High Option Plan only*, surgical charges above the scheduled amounts are partially covered under Major Medical provisions.

Blue shield will pay member physician "customary or reasonable fee" for surgeon, anesthesiologist and consultant payment in full. Non-member physician or may not accept as payment in full.

DOCTOR VISITS

Office calls →

High Option Plan only provides partial coverage under Major Medical provisions.

For subscriber only: Payment of customary or reasonable fee for up to 100 year in home or office, beginning with visit for an injury and the third visit illness.

House calls →

High Option Plan only provides partial coverage under Major Medical provisions.

For subscriber and dependents: paid in hospital for non-surgical services for up to 180 days beginning visit.

Hospital calls →

\$5 per day.

X-RAY AND LABORATORY →
(Out-patient)

High Option Plan only provides partial coverage under Major Medical provisions.

All necessary x-rays for accidental injury. *Subscriber only:* up to \$100 a year for diagnostic x-ray and clinical lab services for injury.

MATERNITY →

High Option Plan only provides \$100 for normal delivery, \$200 for Caesarean section, \$60 for miscarriage.

Up to \$50 for hospitalization. Surgery for Caesarean deliveries and miscarriage. *Subscriber only* also may receive \$50 for services for normal delivery.

AMBULANCE →

Up to \$25.

Up to \$25.

MAJOR MEDICAL COVERAGE

BLUE CROSS High Option plan: In addition to basic benefits, Major Medical coverage provides unreimbursed charges (in excess of \$100 per year for each family member) for — physical therapy; private nurse; treatment of injured jaw or natural teeth, including replacement; x-ray therapy; prescription drugs; physical therapy; required x-ray and laboratory examinations; ambulance from hospitals; artificial limbs, eyes, casts, splints, trusses, braces, crutches, or rental of wheel chairs, beds, iron lungs, etc.; limited medical services for mental illness.

ROSS - LOOS
with major medical coverage

K A I S E R
Foundation Health Plan

Total Premium	County Pays	You Pay	Total Premium	County Pays	You Pay
\$11.44	\$8	\$ 3.44	\$10.41	\$8	\$ 2.41
23.53	8	15.53	20.82	8	12.82
30.37	8	22.37	29.88	8	21.88

Maximum per

\$40 per day in any licensed hospital; \$80 per day in intensive care unit (5 day maximum); \$20 per day in extended care facility. \$4,000 maximum for any one disability. Charges above \$40 per day or the \$4,000 maximum partially provided under Major Medical. Confinement for nervous or mental disorders covered in a general hospital only.

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 (\$2,000 after April 1, 1969).

The first \$500 plus 80% of the next \$5,000 of costs as a bed patient (or as an outpatient for emergency treatment of an injury within 24 hours of an accident); charges above the 80% or in excess of the maximum are partially covered under Major Medical provisions.

Usual physician as may

Ross-Loos physicians provide all surgical services to subscriber without charge; small service fee to dependents (\$25 maximum).

All surgical services provided by Kaiser physicians at no charge.

Scheduled amounts up to \$1,000 provided for tests or treatment using radioactive materials.

per first

OFFICE: Subscriber no charge, \$1.25 for dependent.

OFFICE \$2 charge.

HOUSE: Subscriber no charge, \$5 for dependent.

HOUSE: \$5 charge. No charge for nursing calls at home.

physician first

HOSPITAL: No charge to subscriber or dependent.

HOSPITAL: No charge for physician visits in Kaiser hospitals.

For nos-

No charge to subscribers in Ross-Loos offices, scheduled low rates charged dependents.

Provided without charge in Kaiser Foundation offices or hospitals.

benefits Sub-ician

Prenatal, delivery and postnatal medical care to subscriber without charge; for dependent, \$50 (\$75 for Caesarean). No waiting period required. Hospital benefits of \$100 (if pregnancy begins while insured); excess hospital costs partially covered under Major Medical after \$200 deductible.

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

Up to \$50.

Provided if within 30 miles of a Kaiser Foundation hospital, if authorized.

al

ROSS-LOOS Health Plan: In addition to basic benefits, Major Medical coverage provides for 80% of the unreimbursed charges (in excess of \$100 per year for each family member—\$200 for pregnancy) for the following services: hospital room and board (\$50 per day maximum) and other hospital services and supplies; administration of anesthesia; local ambulance transportation; private nurse; blood, plasma or oxygen; casts, trusses, splints, braces, crutches and surgical dressings; drugs and medicines; rental of iron lung, wheel chair, hospital bed and other durable equipment; initial artificial limbs or eyes to replace natural ones lost while insured under this benefit.

Around and About

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services division. The examining board will grade the applicants and submit its list to the Board of Supervisors, who will make the appointment.

THE CIVIL service commission also will accept applications Jan. 10 to 24 from candidates for the job of retiring APCD chief Lou Fuller. The requirements read: "five years' responsible administrative experience (including) one year as head or chief deputy of a County department, or as the administrative deputy or higher of a large County department" or as division chief to the CAO.

THE STAFFS of the D-A, public defender, superior court and County clerk are being increased 56 positions. Reason: a 25 percent jump in juvenile cases over last year, more judges and courts, a shift of 2,000 dangerous drug cases from city attorneys to the D-A, and cases arising from campus disturbances.

THE CAO's office, the employees cafeteria committee and real estate director Art Will, in effect, threw up their hands last week and admitted the problem of turning the Hall of Administration cafeteria into a gourmet's delight is too much for them. Will reported to the Board of Supervisors (Dec. 24) that the best solution appeared to be to call in a "qualified food service consultant" for suggestions. The Supervisors said go ahead.

Hospitals Get 1,185

COUNTY HOSPITALS are launching the biggest recruiting drive in their history—for 1,185 new employees—following a windfall in federal-state funds.

The Board of Supervisors ordered the added positions (Dec. 24) after the California Department of Health Care Services granted the County an additional \$10.5 million a year to bring patient care at County hospitals up to "general community standards."

The new doctors, nurses, technicians, custodians and other classes will be distributed as follows:

County-USC Medical Center, 638 positions; Harbor General hospital, 185; Rancho Los Amigos, 119; Olive View, 40; Long Beach General, 29; El Cerrito, 38; John Wesley, 48; Mira Loma, 42; Antelope Valley rehabilitation centers, 14; and hospital administration, 32 positions.

RETIRE SOONER

Continued from page 1

estimated future income on retirement board investments from the present 3.75 percent to 4.25 percent.

This change will permit a reduction of approximately 10 percent in the retirement deductions now paid by the 6,000 safety members of the retirement system (deputy sheriffs, firemen, marshals, life guards) who have been under an accelerated retirement system since Nov. 1967, when their rates of contribution rose sharply.

County contributions into the retirement fund will continue to exceed employee contributions by better than two to one. Last year the County paid in \$47 million from its general fund, employee contributions totaled some \$20 million.

The Board of Supervisors acted last Tuesday after receiving a report and recommendation from treasurer-tax collector Harold Ostly, chairman of the retirement board. The Supervisors had ordered Ostly last January to undertake an actuarial study of what it would cost to adopt the earlier retirement system.

HEALTH PLANS

Continued from page 1

The Kaiser Foundation health plan and the Ross-Loos medical plan both provide "group practice" coverage. That is, each has its own panel of doctors and operates its own clinics.

Kaiser has 16 clinics throughout the area plus four hospitals—in Hollywood, Bellflower, Panorama City and Harbor City.

Ross-Loos operates 13 clinics including a new 32-doctor facility in Van Nuys. Ross-Loos doctors send most of their hospital cases to Queen of Angels hospital or Santa Fe hospital near downtown Los Angeles or to Holy Cross hospital in San Fernando valley. Subscribers, however, may be reimbursed for expenses in any licensed hospital.

Employees wishing to subscribe during the open enrollment period should obtain two cards—a health plan enrollment card and a payroll deduction authorization card—from their departmental payroll or personnel office. If an employee is switching from one health plan to another, he also should attach a third card cancelling his payroll deduction for his present health plan.

The completed cards should be sent to the Insurance Section, Department of Personnel, 222 North Grand Avenue, Los Angeles 90012.

County of Los Angeles

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