



# DIGEST

## Around and About

DR. THOMAS NOGUCHI resumed his post this week as the County's chief medical examiner-coroner. Civil service commissioners Richard Capen, Thelma Mahoney and Harry Albert ordered him reinstated last Thursday, July 31, with back pay from last March when the Board of Supervisors had dismissed him. The commission held that "the County did not carry the burden of proof to sustain the charges against Dr. Noguchi. . ."

The commissioners added that they recognized "certain weaknesses and deficiencies in the operation of the coroner's department" and urged the Supervisors to submit a charter amendment to County voters separating the business administration of the coroner's department from the medical duties, as is done in the County hospitals department.

The commission decision followed an unprecedented seven weeks of public hearings on Dr. Noguchi's appeal.

All five Supervisors said in statements last Thursday that the decision is a just one and they consider the Noguchi case closed.

AUGUST 8

1 9 6 9

Volume 2 Number 14

## Crafts Salaries Will Rise Sept. 1

THE POCKETS of County building crafts workers will have more silver lining effective September 1, the customary date for raising crafts salaries.

The Board of Supervisors approved increases for 970 employees upon recommendation of director of personnel Gordon Nesvig.

Nesvig delayed recommending any increases for 312 workers, mostly plumbers and steam fitters, until after these trades have worked out new contracts with the private construction industry.

Nesvig also told the Board he is reviewing the scale for County surveyors and later may bring in recommendations, depending on the outcome of negotiations now under way in private industry. County surveyors received a 2.75 percent increase last July 1 based on present private-industry rates.

Major classes of County crafts workers will receive the following monthly salaries beginning September 1:

Electricians (166 jobs), \$990 a month, an increase of \$69.

Electrician working foremen (16), \$1,089 a month, up \$76.

Painters (152), \$898 a month, up \$54.

Painter working foremen (15), \$988 a month, up \$60.

Carpenters (129), \$880 a month, up \$55.

Carpenter working foremen (18), \$968 a month, up \$60.

Sheet metal workers (65), \$971 a month, up \$20.

Elevator mechanics (49), \$1,139 a month, up \$80.

Welders (38), \$968 a month, up \$50.

Electro-mechanics (30), \$990 a month, up \$69.

Millwrights (26), \$911 a month, up \$55.

Cement and concrete finishers (23), \$818 a month, up \$24.

## 'Lag' Complaint Loses

SUPERIOR JUDGE William Levit has ruled that the County system of determining prevailing wages as of March 1 each year for setting the coming year's County salaries is "reasonable and workable."

The judge rejected a contention by Los Angeles County Employees Association lawyers that a "time lag" in wages occurs because pay scales in private industry may rise during the fiscal year of July 1 to the next June 30.

"Section 47 of the County charter," Judge Levit wrote, "does not require that ascertainment of the prevailing wage be made more than once during the fiscal year, or that an attempt be made to forecast increases in prevailing wages occurring after March 1."

He added that "the task of ascertaining prevailing wages for approximately 60,000 County employees in some 2,000 classes is complex and the Board performs this function with expert assistance from the County personnel department . . . and others. The methods used appear to be under constant study in an effort to more accurately-

(Continued on next page)

# 6 Units to Vote Yes - No on Reps

THE EMPLOYEE relations commission has scheduled a series of six late-summer elections in which thousands of County employees will decide whether they want a union or association to represent them in negotiating pay and working con-

ditions with County management.

All the elections apparently will be bloodless affairs with only one organization listed on the ballots. Employees will vote "Yes" or "No" on whether the named organization shall represent them.

One such election last month went as expected. Los Angeles County Fire Fighters Local 1014, appearing alone on the ballot, won approval by a 14-to-one margin as the representative for two units of firemen:

- A unit of 1,200 firemen, fireman specialists, dispatchers and helicopter pilots. Seventy percent of

## TIME LAG

(Continued from page 1)

ly ascertain prevailing wages. The evidence further discloses that many County employees are paid more than the prevailing wage in private industry."

The judge released his long-pending decision July 22.

Judge Levit, however, agreed with LACEA's contention that the Board of Supervisors had not paid prevailing wages to most of 350 County executives in 1967-68. He held:

"The evidence . . . indisputably establishes that the Board made no ascertainment of, nor did not attempt to ascertain, prevailing salaries in private industry with respect to fixing executive salaries for the fiscal year 1967 . . . because the Board planned to have such a study made by an outside consulting firm (Theodore Barry) . . . The Board voted to freeze executive salaries for fiscal 1967 pending results of the study. On November 28, 1967, the Board voted there would be no raise of executive salaries for 1967 regardless of what said study recommended. On December 4, 1967, the study was submitted to the Board. It included findings as to prevailing salaries in private industry with respect to County executives and (said) all but 18 were underpaid for fiscal 1967. The Board took no action thereon. . ."

Judge Levit directed the Board of Supervisors to ascertain which executives, if any, failed to receive prevailing wages during 1967-68 and to give them back pay.

## Plan for Custodians

A PLAN to develop more and better supervisors for the fast-growing building services department was adopted last Tuesday (Aug. 5).

The plan, prepared by the CAO's management services division and approved by the Board of Supervisors, calls for decentralizing the custodial services into ten geographical areas, each with a head custodian foreman. Each district will have three or four subdistricts under a custodian foreman.

The CAO report pointed out that the department still has essentially the same structure as it had a decade ago when it was one-third its present size. The report said:

"The supervisory problem is becoming more acute all the time, the result not only of growth of the department but also of the number of younger custodians being employed. . . To bridge the generation gap these younger employees must be more rapidly assimilated into the promotional ladder. . ."

The report said the department is developing, with the department of personnel, a program to train foremen and higher supervisors.

them cast ballots with 790 "Yes" and 55 "No."

- A unit of 433 supervisory fire personnel — captains, head fire dispatchers and an air officer. Eighty-four percent of them voted with 333 "Yes" and 24 "No."

The mail-in ballots were counted July 29 in the presence of Earl Dunn, Local 1014 president; Buell Merrill of fire chief Richard Houts' staff; Dennis Voigt of the personnel department; and two employees of the employes relations commission.

In other elections:

The commission mailed out ballots last Monday (Aug. 4) to 262 sheriff's corrections officers, with only Los Angeles County Employees association listed as a proposed representative. The ballots must be returned by Sept. 2, and will be counted the following day.

LACEA also will be the only nominee on ballots that will be sent to 460 deputy district attorneys, public defenders and law clerks Sept. 4. Return deadline is Sept. 25 with the tally Sept. 26.

Operating Engineers Local 501 will appear alone on ballots to be mailed to nearly 200 stationary engineers, dam operators and plant operators Aug. 18. Ballots must be returned by Sept. 8 for tally the next morning.

Three other elections are set for late September among units that include 8,700 hospital and custodial employees. The commission has not announced precise dates as yet.

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

ALORN PETERSON, Editor  
Editorial Office: Room 526 Hall of Administration, 222 North Grand Avenue, Los Angeles 90012  
Telephone 625-3611, ext. 65878  
For extra copies, extension 65420

RECEIVED  
ROBERT J. SCHROEDER  
9:14 PM