



DIGEST

Around and About

THE COUNTY'S first Chinese-American department head, Francis Ching, has taken office as director of arboreta and botanic gardens. The arboreta board of governors appointed him May 5, the Board of Supervisors confirmed his appointment the next day. Ching, who is 39, was born in Honolulu, studied biology at the University of Hawaii, obtained an M.S. degree in horticulture and soil science at Michigan State university (1956). Upon graduation he got a job as grounds maintenance man at the County's Arcadia Arboretum. In his new job he heads a staff of 130 at the arboreta in Arcadia, La Canada and Palos Verdes. Ching, his wife Elaine and sons aged seven and nine, live in Duarte.

LOOKING AHEAD to the scheduled retirement of County marshal Leslie Keays late this year, municipal judges have selected lieutenant Timothy Sperl as his successor. 108 of the 129 municipal judges attended

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MAY 15

1970

Volume 3 Number 9

NESVIG PROPOSES PAY BOOSTS

NEARLY ALL County employees would receive pay increases July 1 under recommendations that director of personnel Gordon Nesvig filed with the Board of Supervisors today (May 15). He said his recommendations follow a continuing uptrend in private-industry pay scales in the Los Angeles area.

Nesvig proposed for most County employees pay rises of 5½ to 8¼ percent. The bulk of these, nearly 41,000, were included in two groups:

- A large number of lower-paid workers, including clerical employees, road laborers and grounds maintenance men, listed for increases of 5½ percent plus \$10 a month, a total of approximately 7½ percent

- Another substantial group including nurses, engineers, and architects slated for a two-schedule (5½ percent) rise.

Nesvig proposed three schedule (8¼ per cent) increases for more than 10,000 probation officers, librarians, accountants, truck drivers, x-ray technicians, recreation supervisors, and others.

Boosts of four schedules (11 percent) were recommended for 2,747 including supervising deputy probation officers, physicians, farm foremen, and coroner's investigators.

Nesvig proposed increases exceeding four schedules for a few classes totaling 427 positions, among them power equipment operators and offset press operators.

Nesvig told the Board:

"In our considered opinion these recommended salary adjustments

will in each instance provide a salary or wage equivalent to those prevailing in private industry. In addition, they should insure competitive salaries for employees in classifications where the County has experienced recruitment difficulty and excessive turnover."

Minimum Wage

Nesvig recommended increasing the County minimum wage for entering employees from the present \$417 a month of \$440 (\$2.53 an hour).

Social Services

Nesvig recommended a 5½ percent increase for all social services employees "in order to maintain a competitive position in regard to other public agencies in California. However, because the representation elections for these classifications were not held until May 7, we have not yet been able to meet with certified representatives of these classifications. . . At the earliest possible date we will initiate negotiations with the certified representatives of the social work groups and report the results to your Board. . ."

Deputy Sheriffs, Firemen

Nesvig proposed no further increases for the 7,500 firemen, sheriff's officers and related classes who received an 11 percent pay boost April 24. He said: "A review of the rates resulting from this adjustment indicates they clearly meet the test of being prevailing and competitive."

Their present salaries, he added,

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an election meeting April 29 and named Sperl. The 47-year-old Sperl began as a bailiff and process server in 1948. He, his wife and two children reside in West Los Angeles. The nearly 600 marshal employees work at 29 stations scattered, as are the municipal courts, throughout the county.

DR. JEAN Felton reports his occupational health service staff has begun a campaign against on-the-job health hazards in seven County departments—road, mechanical, engineer, APCD, fire, hospitals, and parks and recreation. Investigations so far include asbestos workers, who might inhale insulation material dust; tree sprayers, who use pesticides; and APCD lab workers and inspectors exposed to fume sources. Dr. Felton also reported OHS has encountered three cases of skin cancer apparently caused by too much sunlight—two among lifeguards, one a park-rec employee. All have been treated successfully.

MOST COUNTY departments are expected to send interviewers to look over the 1970 graduating crop of Los Angeles high school girls who would like to become typist clerks, transcriber typists or stenographers for the County. The annual High School Recruitment and Certification Day will be held from 9 a.m. to 2 p.m. next Saturday (May 23) at five locations—Hall of Administration, room 493; DPSS complex, 2615 South Grand avenue; probation department, Van Nuys; and the municipal courts buildings in Long Beach and Pomona. Last spring 60 interviewers from 44 departments talked with 619 senior girls, hired 268 of them.

negotiating pay and working conditions with County management.

Voting took place at 30 polling places May 7. The American Arbitration association tallied the ballots the next day. AAA reported these results to the employee relations commission:

UNIT 1, Supervising Social Services employees—A joint council of Los Angeles County Employees association and Social Workers Union local 535 won handily with 496 votes, to 16 for the Association of Psychiatric Social Workers and 11 for the California Property Consultants association; 92 voted for "none of these representatives." Of the 955 eligible to vote, 64.4 percent cast ballots.

On a separate ballot a group of professional social services supervisors voted 68 to 59 not to be included in Unit 1.

UNIT 2, Social Services Investigators — The joint council of LACEA and local 535 defeated AFSCME 730 votes to 408. The Property Consultants association got 13 votes, and 43 voted "none." Two-thirds of the 1,779 eligible voters cast ballots.

UNIT 3, Medical Social Workers—A joint council of LACEA and County Employees Union local 434, unopposed on the ballot, won with 243 yes and 12 noes. Of 392 eligible voters, 65 percent cast ballots.

A group of professional medical social workers voted 88 to 16 to include nonprofessionals in the unit.

Unit 4, Psychiatric Social Workers—The Association of Psychiatric Social Workers crushed Social Workers Union local 535 by 83 votes to 7. Voter turnout was 68.7 percent of the 131 eligibles.

Light voter turnouts in Units 5 and 6 for a time seemed to threaten

voter lists and of challenged ballots give the union a hairline victory in both units. The recheck showed that slightly more than the needed 60 percent of those eligible to vote had indeed cast ballots.

(An employee organization may win a representation election either by gaining a majority of votes cast with at least 60 percent of the unit's members voting—or by receiving the votes of more than 50 percent of those in the unit, even though fewer than 60 percent of them vote.)

Unit 5, the largest one in the election, includes nearly 3,700 social workers, community workers, homemakers, social services aides, and others. Local 535 received 1,836 yes votes to 362 noes.

In Unit 6, consisting of 312 child welfare workers, local 535 obtained 143 yes votes to 42 noes.

The employee relations commission will formally certify the winning organizations as negotiating representatives after it has allowed the customary seven-day waiting period for filing of protests against election procedure. The waiting period will end next Friday (May 22).

County of Los Angeles

D I G E S T

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SALARIES

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exceed Los Angeles City fire-police pay including the 2.75 percent rise the city administrative officer has recommended for July 1.

Employee Benefits

Nesvig reported the County has been negotiating with 34 units of employees, and he expects to submit agreements later to the Board of Supervisors covering pay and working conditions. Sixteen preliminary agreements already have been reached.

Management also has been negotiating, he said, with two councils of employee organizations on medical-hospital insurance, sick leave and other County-wide employee benefits.

Nesvig said management has offered an increased County contribution for medical-hospital insurance premiums, and he hopes agreement can be reached before May 26 in time to recommend Board action so that new benefits can go into effect July 1.

Cost of Living

DIRECTOR OF personnel Gordon Nesvig said the 1970-71 County salary increases he has recommended exceed the increase in the cost of living.

"Most County employees are recommended for increases of 5.5 percent or more," Nesvig said. "Bureau of Labor Statistics indexes show the cost of living in this area has risen 4.2 percent in the past year."

Nesvig pointed out that the County does not set salaries according to the cost of living but bases them on prevailing wages, as required by the County charter. This policy, he said has benefited County employees over the past decade, as salaries both in the County and in private industry have risen about twice as fast as the cost of living.

BLS figures show that goods and services that cost \$100 in Los Angeles in 1957-59 increased to \$126.90 in April 1969 and to \$132.20 in March 1970 (a twelve-month rise of \$5.30 or 4.2 percent).

Some Recommended Salaries

THE EXAMPLES below include salary increases for the largest classes of County employees as recommended to the Board of Supervisors Friday, May 15, by director of personnel Gordon Nesvig. Some of the 1970-71 salaries recommended below may be changed during the year as the result of negotiated agreements between County management and employee representation units.

<u>No. of Positions</u>	<u>Present Monthly Pay</u>	<u>Proposed '70-'71 Pay</u>	<u>Proposed Increase</u>
971 clerks	\$417 to \$452	\$450 to \$486	\$33 to \$34
1,784 intermediate clerks	\$452 to \$560	\$486 to \$601	\$34 to \$41
378 senior clerks	\$502 to \$624	\$540 to \$669	\$38 to \$45
501 supervising clerks	\$502 to \$624	\$545 to \$677	\$43 to \$53
1,727 typist-clerks	\$417 to \$476	\$450 to \$512	\$33 to \$36
3,855 intermediate typist-clerks	\$452 to \$560	\$486 to \$601	\$34 to \$41
847 transcriber typists	\$476 to \$560	\$512 to \$601	\$36 to \$41
179 stenos	\$489 to \$545	\$526 to \$585	\$37 to \$40
1,093 intermediate stenos	\$516 to \$608	\$555 to \$651	\$39 to \$43
401 stenographic secretaries	\$516 to \$641	\$555 to \$687	\$39 to \$46
585 attendants	\$417 to \$489	\$440 to \$516	\$23 to \$27
2,366 senior attendants	\$428 to \$530	\$452 to \$560	\$24 to \$30
779 vocational nurses	\$530 to \$624	\$560 to \$659	\$30 to \$35
268 senior vocational nurses	\$530 to \$659	\$560 to \$696	\$30 to \$37
699 graduate nurses	\$696 to \$865	\$735 to \$914	\$39 to \$49
139 public health clinic nurses	\$696 to \$865	\$735 to \$914	\$39 to \$49
685 assistant head nurses I	\$735 to \$914	\$776 to \$966	\$41 to \$52
292 head nurses	\$819 to \$1,020	\$865 to \$1,077	\$46 to \$57
359 public health nurses	\$797 to \$992	\$842 to \$1,048	\$45 to \$56
272 food service workers	\$417 to \$476	\$440 to \$502	\$23 to \$26
408 intermediate food service workers	\$417 to \$502	\$440 to \$530	\$23 to \$28
233 clinical lab technologists I	\$842 to \$992	\$889 to \$1,048	\$47 to \$56
171 sanitarians	\$842 to \$992	\$889 to \$1,048	\$47 to \$56
184 laundry workers	\$417 to \$452	\$440 to \$476	\$23 to \$24
501 physcians III	\$1,867 to \$2,084	\$2,084 to \$2,327	\$217 to \$243
430 social workers I	\$677	\$715	\$38
1,308 social workers II	\$696 to \$865	\$735 to \$914	\$39 to \$49
1,541 social workers III	\$755 to \$940	\$797 to \$992	\$42 to \$52

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Some Recommended Salaries

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869 social services supervisors	\$842 to \$1,048	\$889 to \$1,107	\$47 to \$59
598 child welfare workers I	\$865 to \$1,020	\$914 to \$1,077	\$49 to \$57
425 deputy probation officers I	\$696 to \$865	\$755 to \$940	\$59 to \$75
902 deputy probation officers II	\$819 to \$1,020	\$889 to \$1,107	\$70 to \$87
551 deputy probation officers III	\$914 to \$1,138	\$992 to \$1,236	\$78 to \$98
268 supervising deputy probation officers	\$966 to \$1,203	\$1,077 to \$1,343	\$111 to \$140
174 group supervisors I	\$516 to \$641	\$560 to \$696	\$44 to \$55
1,938 custodians	\$440 to \$545	\$464 to \$575	\$24 to \$30
277 civil engineering assistants	\$865 to \$1,020	\$914 to \$1,077	\$49 to \$57
386 senior civil engineering assistants	\$865 to \$1,077	\$914 to \$1,138	\$49 to \$61
343 telephone operators	\$440 to \$545	\$474 to \$585	\$34 to \$40
139 grounds maintenance men	\$489 to \$608	\$526 to \$651	\$37 to \$43
173 senior grounds maintenance men	\$545 to \$677	\$575 to \$715	\$30 to \$38
256 key punch operators	\$452 to \$560	\$486 to \$601	\$34 to \$41
299 appraisers II	\$865 to \$1,077	\$966 to \$1,203	\$101 to \$126
163 x-ray technicians I	\$641 to \$755	\$696 to \$819	\$55 to \$64
190 construction trade helpers	\$545 to \$677	\$575 to \$715	\$30 to \$38
96 stationary engineers II	\$755 to \$842	\$819 to \$914	\$64 to \$72
146 power equipment repairmen	\$842 flat	\$889 flat	\$47
144 store helpers	\$489 to \$608	\$530 to \$659	\$41 to \$51
114 store keeper I	\$516 to \$641	\$560 to \$696	\$44 to \$55
123 cashiers	\$452 to \$560	\$486 to \$601	\$34 to \$41
208 intermediate supervising clerks	\$560 to \$696	\$608 to \$755	\$48 to \$59
109 medium truck drivers	\$591 to \$659	\$641 to \$715	\$50 to \$56
145 librarians	\$755 to \$842	\$819 to \$914	\$64 to \$72
136 physical therapists	\$776 to \$865	\$797 to \$940	\$21 to \$75
117 occupational therapists	\$776 to \$865	\$797 to \$940	\$21 to \$75
1,244 eligibility workers II	\$575 to \$715	\$608 to \$755	\$33 to \$40

New PSS Offices OK'd

THE BOARD of Supervisors has approved plans for two new DPSS district office buildings—one at Metro East, 2855 East Olympic boulevard, the other in the South Central district, 10728 South Central avenue.

Both structures are expected to cost in the neighborhood of \$1.7 million. County engineer John Lambie expects to open construction bids June 24. Actual work will begin next fall.

The federal government will reimburse the County for most of the construction costs.

C-NOTE CLUB

Introducing County employees whose better-work suggestions have won them \$100 or more, and membership in the Century Note club.

THE COUNTY fire department has eight nurseries where it grows 170,000 tiny trees a year, mostly for planting on burned-over hillsides. And these tiny trees get their start in pots filled with soil that must be free of all rocks, twigs and other foreign material. For years crews had accomplished this sifting by shoveling the soil against a screen, time after time, until it reached the desired texture.

Forestry assistant Paul Rippens, using junk parts, built a power-driven screening drum which, as it turned, released clean dirt through its perforations into wheelbarrows parked below.

One man operating it could produce clean soil four times faster than crews using the old inclined screens. Each nursery now has one of the rotary screeners.

Estimated savings the first year: \$1,380

RECEIVED
The Suggestion Award Board has voted an initial award of \$100 to Rippens, who is 31 and joined the fire department in 1965. He will receive an additional award after actual yearly savings. His suggestion can be mailed to SPECIAL EVENTS