



DIGEST

Around and About

HOPING FOR better luck the second time, Los Angeles County Employees association has petitioned the employee relations commission to set up another election among a proposed negotiating unit of nearly 600 "supervisory administrative and technical staff services employees." LACEA missed by five votes gaining the needed majority in an election last April 1. The commission will set a date for hearing on the LACEA petition. The proposed unit includes accountants II and III, accounting technicians II, head administrative assistants, recreation supervisors and specialists, supervising guards, supervising claims investigators, senior statisticians, and others.

SPECULATION OVER the possible successor to district attorney Evelle Younger has begun appearing in the press. The Board of Supervisors will make the appointment, presumably next month before Younger assumes in January the post of state attorney-general, which he won Nov. 4. Last

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NOVEMBER 13

1970

Volume 3 Number 18

HOSPITAL, HEALTH PACTS OK'd

AGREEMENTS on pay and working conditions for more than 10,000 County hospital and health employees received Board of Supervisors approval last Tuesday (Nov. 10).

This brings above 40,000 the number of staffers covered by agreements County management has signed with organizations that workers have elected to represent them under the 1968 employee relations ordinance.

The seven latest agreements, which make no change in existing pay rates, involve three employee units represented by SEIU Local 434 (AFL-CIO), two units represented by California Nurses' association, a unit represented by Los Angeles County Employees association, and a unit represented by a joint council of LACEA and the California Association of Medical Laboratory Technologists.

The three Local 434 units:

- 4,600 paramedical technical employees (mostly attendants, lab assistants, vocational nurses, ambulance drivers, medical and x-ray technicians)
- 2,100 institutional support employees (food service workers, cooks, laundry workers, seamstresses, lab attendants, pharmacy helpers)
- 70 hospital pharmacists.

The two CNA units include 1,900 registered nurses and 750 supervisory registered nurses.

The joint council of LACEA and the medical lab technologists association represents 800 professional

paramedical health employees (dietitians, physical and occupational therapists, psychologists, clinical lab technologists, health educators, and others).

LACEA is the representative for 100 supervisory professional paramedical health employees.

All seven agreements are for two years with a provision that salary talks may be reopened in early 1971.

The bulk of the covered employees work in the hospitals, health, sheriff's, probation, and mental health departments.

CAO Exams End-- Now the Wait

A FIVE-MEMBER examining board this week concluded quizzing ten aspirants to succeed retiring Lin Hollinger as CAO. The examiners' ranking of the candidates is expected to be released shortly before the Board of Supervisors makes the appointment, probably around Dec. 1. Under civil service regulations, the Supervisors may name any of the three top scorers on the list.

Hollinger's retirement becomes effective Dec. 11.

The examiners wound up their interviews last Monday (Nov. 9), seeing DPSS director Ellis Murphy, Board executive officer James Mize, and County engineer John Lambie.

The examiners on Oct. 26 had interviewed real estate manage-

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Around and About

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time the Supervisors named a D-A was in 1956 after Ernest Roll died. Their choice then, amid intensive lobbying, was Younger's predecessor, superior judge William McKesson. A 1966 state constitutional amendment, however, now apparently bars judges from accepting nonjudicial offices in midterm; this interpretation is being challenged in a court suit.

TRYING TO use private-industry accounting systems and balance sheets for government is a "fallacy", CAO Lin Hollinger told the Board of Supervisors (Nov. 4). He was responding to a critical report from the County grand jury's contract auditor. Hollinger's reply said, in part: "Private organizations are geared to a profit motive . . . The balance sheet advises as to the actual financial worth of the enterprise . . . the actual extent to which assets would be available for meeting obligations . . . In private business the fixed assets—land, buildings, etc.—could be available to satisfy accounts payable or other obligations. The land, buildings, and improvements acquired from tax funds usually could not. Many of the fixed assets are completely unmarketable. Who, for instance, would buy the County jail, the San Gabriel dam, or the Will Rogers swimming pool? What kind of an offer could we get for our \$40 million Music Center? Those assets which might have a marketable value, such as the Hall of Administration, a golf course, or some other facility which might conceivably be used for profit-making purposes, would have such market value only if available to be sold, which they are not."

Election Aftermath--

IN THE wake of the Nov. 3 general election, these developments:

—Flood control director Arthur Bruington and his staff are setting up meetings with officials of 76 cities in the county to enter into agreements for design of the 286 projects (most of them under-street storm drains) that will be financed by Proposition 'A'. The proposition, which got a majority of nearly 56 percent, authorizes \$252 million in flood control bonds.

—The Citizens Economy and Efficiency committee, originator of defeated Proposition 'B', will meet next Wednesday (Nov. 18) to discuss future plans. The proposition to create a County chief executive and otherwise amend the charter lost by 1,001,412 (56 percent) to 774,077 (44 percent).

—The Board of Supervisors adjourned Nov. 4 in honor of Carl Andersen, 66, chief of the registrar-recorder's files-cancellations division, who died on the job at 6 p.m. election day after a heart attack.

—The Board also voted commendation to the 2,000 County employees who did special election duty and helped produce a final semi-official tally by 6:03 a.m. the morning after the election.

The Job Finder

THE DEPARTMENT of personnel announces the following positions are open both to County employees and qualified outsiders:

Account Clerk, Recurrent (05773-63) \$512 to \$634 a month. Recurrent work until Dec. 15 in treasurer-tax collector's office. One year's bookkeeping experience required.

Assistant Medical Records Director I (10084) \$715 to \$889 a month. Olive View hospital. License as registered records librarian required.

Business Machine Repairman I (69191-63) \$755 to \$842 a month. Completion of apprenticeship program or experience in repairing all types of business and office machines required.

Recreation Therapist I (85841-63) \$755 to \$940 a month. Olive View hos-

CAO EXAMS

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ment director Art Will, director of personnel Gordon Nesvig, road commissioner Irvin Morhar, public administrator Baldo Kristovich, CAO budget chief Harry Hufford, urban affairs director Roy Hoover, and assistant CAO Ted Durkee.

Treasurer-tax collector Harold Ostly had filed for the examination but withdrew because of illness from a foot infection.

Two other candidates had been scheduled for Nov. 9 interviews—Robert Andersen, Riverside County administrative officer, and Thomas Kelly, administrator of Prince George's county, Maryland—but the civil service commission notified them Nov. 4, the day after the general election, that Proposition B had failed to carry and the commission therefore was cancelling the open competitive examination for CAO. The Proposition B charter amendment would have required an open exam to fill the new post of County executive officer. Under existing rules, however, the Board of Supervisors must appoint from the promotional list as long as it has three names on it; the commission informed Andersen and Kelly it was confident there would be at least a three-name list from among the ten County contenders, leaving little chance for an outside competitor.

The examining board included John Carrabino, professor of management, UCLA graduate school of business administration; John Vaughn, vice-chairman of the board, Crocker-Citizens National Bank, and former president of Los Angeles chamber of commerce; and the three civil service commissioners—Thelma Mahoney, Richard Capen, and Emmet Sullivan.

pital. College degree in recreation or recreation therapy required; also should have one year's experience in medical setting.

Applicants may obtain further information by consulting departmental bulletin boards—or calling applications, department of personnel, 625-3611, extension 64391.

County Hiring of Mexican-Americans Up 52%

CHANGES IN County hiring practices have opened the door to a rapidly growing number of Mexican-American employees, long a small minority of the County work force.

Director of personnel Gordon Nesvig revealed the new trend in a report to the Board of Supervisors last Tuesday (Nov. 10), outlining progress in the first year of the County's "affirmative action" program. The program aims to give blacks, browns, and other minorities better opportunities for jobs and promotions.

Nesvig reported that during 1969 and the first nine months this year the number of Mexican-American employees jumped 52 percent to nearly 4,000. During that same period one out of every eight new County employees has been a Mexican-American.

"This drive will continue," Nesvig said, "but already we have increased the number of Mexican-American workers from the unacceptably low 4.7 percent it used

to be up to 6 percent of the County payroll."

He said the number of Negro employees continues to hover around 25 percent of the County work force, where it has remained for several years.

Upgrading

Nesvig told Supervisors a drive also is under way to get more minority employees into jobs paying above salary schedule 60 (\$16,160 a year) by next July 1.

"We want minorities better represented in management decision-making and high-level direct service positions," Nesvig said. "At present, while more than a third of our work force are minority persons, too many of them are clustered in low level positions."

Other highlights of the Nesvig report to the Board:

RECRUITING. "An increasing number of minority applicants are seeking job information . . . Letters have been sent to all departments asking them to ask their

Mexican-American employees to contact friends, relatives and other acquaintances who are interested in working for the County . . . John Wesley hospital has established a new position of employee services officer to increase recruitment of Mexican-Americans and to provide career development for all minorities . . . The County engineer hired 18 minority youth in South Central and East Los Angeles in a summer work experience program. We will use this program to fill future positions . . . Through our manpower program 378 'new careerists' and 142 neighborhood youth corps enrollees have become permanent employees in the County work force."

EXAMINATIONS. Interviews have replaced written examinations in selecting custodians, construction and repair laborers . . . Oral examinations have been used for probation trainees, DPO's and probation directors.

"In a recent examination for as-

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Employees by Ethnic Group: A Comparison

As THE total County payroll has expanded during the past six years, the proportion of Anglo-Caucasian employees has been shrinking, the percentage of Negro and Oriental employees has held steady, and the ratio of Mexican-American and other minorities has increased, particularly since 1968. The figures below, from director of personnel Gordon Nesvig's report this week to the Board of Supervisors on the County's affirmative action program, show the number of County employees by ethnic group for 1964, 1968, and 1970. The added column at right "Countywide Work Force" indicates the estimated size of each ethnic group among all workers in the Los Angeles county area.

	COUNTY EMPLOYEES						Countywide Work Force
	1964		1968		1970		
Anglo-Caucasian	32,494	(67.1%)	36,773	(66.5%)	42,721	(64.3%)	80%
Negro	12,107	(25%)	14,036	(25.4%)	16,723	(25.1%)	7%
Mexican-American	2,100	(4.3%)	2,615	(4.7%)	3,966	(6%)	10%
Oriental	1,360	(2.8%)	1,453	(2.6%)	1,864	(2.8%)	2%
Other	399	(0.8%)	440	(0.8%)	1,257	(1.8%)	1%

Now--White Pages, Yellow Pages

A FAST-MOVING new book entitled "Telephone Directory" began appearing in County offices this week, and by next Friday some 16,000 copies will be in circulation.

The colorful buff-and-white volume replaces the maroon leatherette 14-ring binder and its looseleaf pages that has served as the County telephone directory since 1959.

The new directory actually will be a periodical. Updated editions will be distributed every three months, beginning next January.

"This system will eliminate the need for inserting revised looseleaf pages," communications director Maurice Kennedy said. "Besides, we found many employees failed to insert the revised pages in their binders, which led to many wrong numbers and delays. We also think the new book is faster and easier to use."

The new type directory was developed by Kennedy and the CAO's office. Strictly speaking, it is not

new but a modernized version of the County directory that was used from the 1920s until the early 1950s. That one was issued annually, and the postwar growth and changes in County government led to introduction of the looseleaf binder system.

The first quarter of the new 'phone book, its "white pages" section, lists alphabetically some 1,800 employees who receive a heavy volume of calls.

The remainder of the book, the "yellow pages", lists County departments much like the outgoing directory. This section gives numbers by offices and by individuals, generally down to the level of assistant division chief.

The yellow pages have cut-them-out-yourself alphabetical tabs on the page edges.

Page 17 among the white pages is a correction sheet which any employee whose name or number is shown incorrectly may snip out and give to his department's direc-

tory coordinator (listed on pages 6 to 11).

Approximately 14,000 of the new directories are being distributed among County offices. The remaining 2,000 are being sold (subscription \$5.28 a year) to private firms, attorneys, organizations, and others who have dealings with the County.

As for the old maroon directories and what to do with them? Kennedy asked that each office return them to the department of communications, Hall of Administration, for disposal.

Change for Reservists

PERSONNEL OFFICERS are notifying County employees who take reserve training on evenings or weekends that after Nov. 23 employees must attend these sessions on their own time, on accrued overtime or vacation, or on leave without pay from their County jobs.

A new state law (AB 1554) provides that inactive military duty or training does not qualify for paid temporary military leave of absence. The law, however, does not affect present provisions for two or more weeks of annual active training, usually in summer.

AFFIRMATIVE ACTION PROGRAM

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Assistant cook, all test material was revised, and no general aptitude test was used. The achievement test was then read aloud. Most candidates felt the oral presentation helped them understand the questions."

HEIGHT REQUIREMENTS. Previous height requirements discriminated against Mexican-American and Oriental applicants, so the requirements for firemen were reduced from 5 feet 8 inches to 5 feet 7, for telephone operators from 5 feet 4 inches to 5 feet 1, and for sheriff deputies (men) from 5 feet 9 inches to 5 feet 7 inches.

TRAINING. A training program to upgrade road laborers and similar classes to engineer testing aid has been approved. Successful candidates will compete for the position of engineering testing assistant, which is 12 salary schedules higher than road laborer. Of the

eight trainees in the first group, six were minority group members.

The Museum of Natural History has started training to upgrade minority employees from printers helpers to museum assistants.

The County affirmative action program has been guided by a planning committee of two employee representatives, Odella Harrison and Rick Cardoza; Sam McNeal representing the AFL-CIO federation; Austin Grigsby, president, Los Angeles County Employees association; Liston Witherill, president, County Management council; Ted Durkee, assistant CAO; and Herbert Carter, director, human relations commission. The committee, which meets monthly, was appointed following a Board order of Sept. 2, 1969.

The Supervisors, after a public hearing on the Nesvig report last Tuesday (Nov. 10), adopted two recommendations of the Chicano

Employees association: to appoint a committee of community and County persons to study the County affirmative action program, and to instruct Nesvig to take "immediate action" against departments that fail to show progress in an affirmative action program.

County of Los Angeles

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Editorial Office: Room 526 Hall of Administration, 222 North Grand Avenue, Los Angeles 90012

Telephone 625-3611, ext. 65878

For extra copies, extension 65420