



DIGEST

Around and About

IN THE high-level game of musical chairs now under way in the County, Warren Dorn took his seat last Tuesday (Dec. 8) as chairman of the Board of Supervisors for the coming year. He replaced Supervisor Ernest Debs.

A few days earlier, civil service commissioners Thelma Mahoney and O. Richard Capen elected fellow commissioner Emmet Sullivan as 1971 president, succeeding Mrs. Mahoney.

At the administrative level, Victor Adorian becomes acting director of real estate management and small craft harbors tomorrow as his boss, Arthur Will, replaces Lin Hollinger as CAO.

More than 700 persons were scheduled to honor Hollinger at a retirement dinner last evening (Dec. 10) at the Proud Bird restaurant, 11022 Aviation boulevard, near L. A. International airport. Hollinger, who leaves the County 45 years after he began as a \$90 a month messenger in the auditor's office at the age of

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BOARD INCREASES SICK LEAVE

COUNTY EMPLOYEES will receive three more days of fully paid sick leave each year, beginning in January, bringing the total to nine days a year.

The Board of Supervisors ordered the addition last Tuesday (Dec. 8) as it adopted most of the changes in employee benefits recommended by the employee relations commission, sitting as a board of fact-finders.

The fact-finding report recommended that "of these nine days, only six be permitted to accumulate for payoff purposes (when an employee leaves the County after five years or more service), to the present maximum of 90 days; and we recommend that the whole nine days of fully paid sick leave be allowed to accumulate for use during illness, rather than payoff, to a maximum of 120 days."

The fact-finders said long-term County employees are "generously treated" by the present system of fully paid and part-pay sick leave, but short-term, lower paid workers often suffer deprivation when illness cuts off their income.

The Board of Supervisors postponed until Jan. 5 any action on a recommendation that the present County subsidy of \$8 a month toward employees' health insurance premiums be doubled to a maximum subsidy of \$16 a month.

Board members said they wanted information from newly named CAO Arthur Will on where the funds could be found for increasing the health insurance subsidy (none was included in the 1970-71 County budget). The four Supervisors present also said they wanted to await the return of Supervisor Frank Bon-

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Arthur Will Moves in as New CAO

ARTHUR G. WILL, whose father left the CAO's job only 13 years ago, himself takes over tomorrow (Dec. 12) as the County's chief administrative officer. He replaces retiring Lin Hollinger, who in turn replaced Arthur J. Will in January 1958. The only other CAO in County history was Wayne Allen, the man for whom the job was created in 1938; he left in 1951.

The Board of Supervisors appointed Will Dec. 1. At the same meeting the Supervisors ended weeks of press speculation by naming chief deputy district attorney Joseph Busch, Jr., to succeed his boss, Evelle Younger, when the D-A

goes to Sacramento Jan. 4 to become California's attorney-general.

Both the Will and Busch appointments were unanimous.

Will, 45, director of real estate management and small craft harbors, topped the civil service list in the competitive examination for CAO, followed closely by director of personnel Gordon Nesvig and assistant CAO Ted Durkee. Seven other County top executives passed the examination.

Busch was the "career man" candidate for D-A against a field of prominent attorneys and legislators.

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Around and About

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16, said his working days are behind him. From now on it's golf and traveling.

Another retirement dinner is set for Jan. 9 at the Biltmore hotel for registrar-recorder Ray Lee, who also began at 16 as a County messenger, later was chief clerk of the Board of Supervisors, then County recorder until his department was merged with that of the registrar of voters in January 1968.

Filings close at 5 p.m. today (Dec. 11) for the civil service examination to choose Lee's successor. As of DIGEST press time, only Howard Cone of the CAO's special services division had filed an application, but several others are expected to get their papers in before today's 5 p.m. deadline.

A MINI-BUS system to connect Civic Center with the uptown shopping area moved nearer reality this week after the Board of Supervisors approved a \$73,000 County contribution toward its operating costs (other sharers—L. A. City and the Community Redevelopment Agency). The Rapid Transit District says it will furnish 16 low-slung buses (20-passenger size), powered by natural gas, to run 9 a.m. to 4 p.m. Monday through Saturday from the Federal building on Los Angeles street to First street, then west on First to the new Hope-Flower street by the Music Center, then south to Fifth street, west to Figueroa, south to Seventh street, east to Hill street, north to First street again, back south on Broadway to Seventh, west to Figueroa, north to Fourth street, east to Flower street, north to First street, and east to Los Angeles street and to the Federal building to complete the loop. Expected fare: 10 cents. Expected frequency: four minutes between buses. Hoped-for inaugural: in time for next Easter's shopping.

ERCOM up to Strength

UCLA LAW professor Reginald Alleyne, Jr., took his seat last Friday (Dec. 4) as new member of the County employee relations commission. He will serve the remainder of Neely Gardner's term, which expires Oct. 7, 1972. Gardner resigned last Sept. 15.

The Board of Supervisors appointed Alleyne from a list of three nominees submitted jointly by the County management council and a committee of employee organizations.

The Board also reappointed ERCOM chairman Melvin Lennard to a new three-year term. Ben Nathanson is the third member of the commission.

Alleyne, 38, holds degrees from Tufts university, Howard university school of law, and Columbia law school. Before coming to UCLA in July 1969, he was a national labor relations board attorney in NLRB's regional office, Albuquerque, New Mexico, and an equal-opportunity field representative for the office of federal contract compliance in Seattle.

Guards, Library Pacts

WORK AGREEMENTS covering a unit of 400 County librarians and assistants and a unit of 318 County guards have been approved by the Board of Supervisors.

The action brings to nearly 49,000 the number of employees covered by agreements on pay and working conditions between County management and organizations representing units of employees.

About 13,500 remain in units that have representatives certified by the employee relations commission but have not yet arrived at written agreements.

Flags Lowered for Deputy

THE BOARD of Supervisors ordered flags lowered to half staff at all County buildings last Tuesday (Dec. 8) in honor of deputy sheriff Louis Wallace. He was fatally shot early Tuesday after his patrol car halted a motorist on South Long Beach Boulevard in Compton. Wallace, who joined the sheriff's department in 1965, worked out of Firestone station.

WILL, BUSCH

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seeking to head what is reputedly the largest prosecuting agency in the world (nearly 1,000 employees). Busch had the backing of Younger, sheriff Peter Pitchess, and Los Angeles police chief Edward Davis.

Busch, now 44, joined the D-A staff in 1952 after working his way for four years through Loyola University law school night classes as an insurance claims adjuster. Previously he had been a varsity football and baseball man at both Glendale high school and the University of Texas, where he obtained a bachelor's degree in 1947.

He started up the administrative ladder in the D-A's office in 1965 as assistant chief of trials, and became director of the new special operations bureau in 1968, assistant district attorney in 1969, and chief deputy last June 22, replacing Lynn Compton who was named to the state court of appeals bench.

Busch lives in West Covina with his wife Jennie and youngest son David, 15. Oldest son Joseph, 22, is stationed at San Diego Naval Base after returning from Vietnam duty. Steven, 17, is a midshipman at the U. S. Naval Academy, Annapolis.

Busch, whose appointment runs for Younger's unexpired term, said he intends to seek reelection in 1972.

The County's CAOs

WAYNE ALLEN became first chief administrative officer, Sept. 9, 1938. Alfred Campion served as acting CAO from July 1, 1942, until July 1, 1946, when Allen returned from military leave.

ARTHUR J. WILL became acting CAO in January 1952 when Allen again went on military leave. The Board of Supervisors named him CAO effective Jan. 28, 1954, when Allen retired.

LIN HOLLINGER, who had been assistant CAO since July 1, 1951, became CAO in January 1958, following Will's retirement.

ARTHUR G. WILL became CAO Dec. 12, 1970, following Hollinger's retirement.

The New CAO's County Roots Go Deep

NEWLY-APPOINTED chief administrative officer Arthur G. Will, although only 45, has been around County government most of the time for 34 years. As a boy of eleven, he lived with his family on the grounds of Olive View sanitarium (as it was then called) when his father, the late Arthur J. Will, was its superintendent. Later he was to become one of the County's first student workers, a rising administrator, and a "hot spot" trouble shooter on his way to what may be the most important non-elective post in American local government.

Will told of his deep roots in County government and in Southern California during a DIGEST interview.

"I was born on Friday the 13th of November in Hollywood hospital, a second generation native of California," Will said. "On my mother's side, the family arrived in Southern California in 1885, and my great-grandfather ran a bank in Redondo Beach. On my father's side, my grandfather, Arthur P. Will, came from Washington, D. C., around 1902 as an anti-trust lawyer with the U. S. attorney's office. He developed a reputation as a constitutional lawyer and worked in the Bull Moose and other Progressive causes under governor and later U. S. Senator Hiram Johnson. From 1914 to 1920 he was the first legislative counsel for the State of California and later came to Los Angeles as a superior court referee and law instructor at USC."

During Will's early boyhood, his family lived in Burbank. His father was a licensed surveyor, working mostly in desert areas like Antelope Valley. The 1929 crash wiped out the surveying firm.

"Like thousands of others, my father did one thing and another to earn a living during the depression," Will said. "Finally, he was hired temporarily to study and report on the laundry operation at Rancho Los Amigos hospital. This report got him a full-time job with the County department of charities. We were living in Altadena then, and I'll never forget standing in the front yard and watching my

father drive off to the first permanent job he'd had in some time."

Will has two brothers—Drake, two years older, now a pathologist heading the Queens Hospital laboratories in Honolulu, and Robert, six years younger, now an attorney representing the Los Angeles Metropolitan Water District in Washington.

Will's father, moving upward rapidly in the charities department, was appointed superintendent of Olive View in 1936 and the family moved there to live on the grounds.

"In those days most of the administrators, doctors, and other staff lived at the institutions," Will said. "Olive View was isolated then, four miles from the nearest town, San Fernando. We lived there until the early 1940s when my father became superintendent of charities, and we moved into Los Angeles."

Will was graduated from Los Angeles high school in 1943 and entered USC as an engineering student. He had enlisted in the army, however, and his orders arrived before he had completed the first semester. He was assigned to the Army Special Training Program, sent to the University of Utah, and then to Fort Benning, Georgia, for basic training. His 86th infantry division was rushed to Europe after the Battle of the Bulge, then, after the German surrender, out to the Philippines in time for V-J Day. Will's division put in several months skirmishing with Japanese holdouts who refused to believe the war was over, and with Huk communists in the hills.

In April 1946 it was back to the United States and USC.

"My plans to be an engineer had now given way to the field of public service," Will said, "partly from the Philippine experience in which my unit had assumed the task of administering town and village governments. Also a major influence when I got back were some long talks with professor John Pfiffner of USC's school of public administration and Bill Barr, then my father's chief assistant at charities and

Pfiffner's star graduate. (*Barr is now director of hospitals.*) I switched my major to public administration. However, I think the real factor that got me into public service was my exposure to it in early childhood, my dad's work, living at a County institution, absorbing that atmosphere without realizing it."

Among Will's several parttime jobs while attending college was one in 1948 with the County civil service training division. He and UCLA student Robert Keith became the County's first student workers—a dollar an hour, 20 hours a week. After receiving his USC bachelor's degree in 1950, he joined the County fulltime as a senior personnel aid giving civil service tests, salary \$270 a month.

Later that year, Will switched to the City of Long Beach where he was assistant personnel director and subsequently assistant to city manager Samuel Vickers. He also began teaching a night class in municipal management at USC, which he continued until 1964.

Will returned to the County in 1956 as business manager of APCD. Two years later the Board of Supervisors named him County-city coordinator to manage the County's contracts with cities for Lakewood-plan services. In 1960 the County-city contracts were included in a new special services division in the CAO's office, and Will was named its chief.

Meanwhile, Will's father, who had taken over the CAO's duties in 1952, had been stricken with a heart condition that kept him inactive during much of 1957. Late that year he retired.

In 1961 Will was sent as a trouble shooter to the County's Marina Del Rey, then in its early stages and bedeviled by ocean surges and financial pains. Will's report led to substantial changes, including his appointment as acting director in 1962 and permanent director the next year.

The retirement of real estate management director Robert Huer in 1964

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The New CAO

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paved the way for the Board of Supervisors to consolidate both departments under Will. "The Board recognized that about 90 percent of the marina operation was real estate," Will said.

Will was married in 1951 to Mary Jeanne Leahy, a junior high school teacher in Long Beach. They had met earlier on a blind date when she was finishing her studies at UCLA. The Wills lived in Long Beach until 1963, when they moved to their present home in the Wilshire district of Los Angeles. They have three children—Carolyn, 16, Donald, 11, and Richard, 5.

"We're a close family," Will said. "We especially enjoy camping. We take a tent, gasoline stove, the other stuff in the car and head for the Sierras, the Big Pines area, Utah, Oregon, anywhere we can camp out. My older boy and I back-packed last summer in the Sierras. Fishing? We're not zealots—and sometimes we even catch enough for a meal. Otherwise, I go in for some swimming, a little tennis. But no golfing. I'm nearsighted, and I don't have the heart to ask three other guys to keep finding my ball for me."

The Job Finder

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

Typist Clerk (22121) \$450-\$512 a month. Must be able to type at least 35 words per minute.

Stenographer (21701) \$526-\$585 a month. Must be able to take dictation at 90 words per minute.

Intermediate Stenographer (21721) \$555-\$651 a month. Must be able to take dictation at 90 words per minute, or one year's clerical experience.

Physical Therapy Coordinator (09026) \$889-\$1107 a month. Must be graduate of approved school of physical therapy plus one year experience.

For further information, call Applications, 625-3611, ext. 64391.

SICK LEAVE

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elli, now convalescing from minor intestinal surgery, so that a full Board could consider the subsidy question.

Spokesmen for four employee organizations—Ed Pratt of CAPE, Victor Hochee of LACEA, Elinor Glenn of County Employees Union Local 434, V. S. Mathis of Building and Construction Trades Council—appeared before the Board last Tuesday, urging immediate adoption of the \$8 increase for health insurance.

In their report, the ERCOM fact-finders (commissioners Melvin Lennard, Ben Nathanson, and Neely Gardner, now resigned) also proposed that an employee have the right to allocate \$3 of the \$16 subsidy to a County-approved dental program. The Board instructed Nesvig to prepare specifications for one or more dental plans and bring them back later for Board approval. The Supervisors gave Nesvig similar instructions concerning a disability insurance plan for which subscribing employees would bear the cost.

Other Action

The Board of Supervisors last Tuesday also issued these orders:

— That all paid leaves of absence shall be included as earned time in computing vacation benefits.

— That the CAO inform Nesvig when a current study is completed on mileage payments to employees who use their own cars on County business, so that Nesvig may arrange meetings with employee organizations to discuss the report.

— That the CAO, auditor-controller, director of data processing, and Nesvig review the practicality and cost of converting from twice-a-month paychecks to paychecks every two weeks beginning in January 1972.

— That the auditor-controller ask all County departments to submit overtime payroll reports promptly twice a month. The fact-

finders recommended that "overtime earnings should be paid for the period in which overtime is worked and paid at the same time as the employee's regular paycheck."

— That the auditor-controller develop a plan by next April 1 so that an employee leaving on vacation can receive before leaving any paychecks due him during his vacation period.

— That the CAO and treasurer-tax collector advise the Board how a committee should be set up to review the County retirement system.

The fact-finders recommended no increases or changes in present County policy on vacations, holidays, bereavement or other personal leave, or life insurance.

Pachtman Coasts In

DEPUTY D-A Richard Pachtman easily won reelection to his general-member seat on the County retirement board, defeating seven challengers.

More than 21,000 employees (36 percent of those eligible to vote) returned mail ballots which had been enclosed with their Nov. 10 paychecks.

Pachtman, whose new three-year term begins Jan. 1, received 9,964 votes; William Felder, Jr., 2,029; George Franceschini, 2,026; Laurence Nosco, 1,897; Sal Morales, 1,776; Billy Archibald, 1,349; Edward McGuinness, 881; and Gideon May, 553.

County of Los Angeles

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