



DIGEST

Benefits in Brief

EMPLOYEE BENEFITS recommended today to the Board of Supervisors (see adjoining story) include:

- **HEALTH INSURANCE.** An increase in the County's monthly subsidy from \$8 a month per employee to a maximum of \$16.50 a month.
- **SICK LEAVE.** Three additional days of full-pay sick leave, bringing the total to 12 days a year. Three of these days might be used for personal leave. An employee might accumulate up to 180 days sick leave.
- **SPECIAL HOLIDAY.** The day before Christmas, Friday, December 24, would be a County holiday for this year only.
- **SEVERANCE PAY.** Any full-time, permanent employee who lost his County job through no fault of his own would receive allowances comparable to state unemployment benefits. Allowances would range from \$51 to \$65 a week for up to 26 weeks.

For additional details of these benefit proposals see pages 3 and 4 of this DIGEST.

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Volume 4 Number 7

Negotiated Salaries Go to Board

DIRECTOR OF personnel Gordon Nesvig sent to the Board of Supervisors today (May 14) his 1971-72 salary recommendations including higher salaries for nearly all employees and several increased fringe benefits, among them three additional days sick leave each year and an increase in the County health insurance subsidy to a maximum of \$16.50 per month.

Nesvig's letter transmitting his recommendations to the Board said:

"This year in developing our salary recommendations we started for the first time from agreements which had been reached during the preceding year with nearly all of the certified employee relations units. Negotiations began in February and at this time 35 agreements covering 50,130 employees have been reached. Of these, those that have been fully executed are being submitted herewith to your Board for approval.

"The remainder are being reduced to writing and will be submitted to your Board as soon as they are executed . . . There remain 8,200 employees in eight representation units for which complete agreement has not been reached as of this date . . . No change in salary is recommended for them at this time since, based on all available information to date, we believe the current salary complies with prevailing wage requirements in the (County) charter. Should addition-

al agreements be reached, they will be recommended to your Board."

Nesvig's letter continued:

"As a result of our negotiations with employee groups and based on prevailing wage surveys in both public and private employment, the salaries recommended herein may be summarized as follows:

- For 153 employees, less than one schedule increase or no salary increase.
- For 2,640 employees, a one-schedule (2.75 percent) increase.
- For 21,501 employees, between one and two schedules (4.6 percent) increase.
- For 20,710 employees, a two-schedule (5.5 percent) increase.
- For 4,244 employees, an increase of between two and three schedules (6.7 percent).
- For 5,742 employees, a three-schedule (8.25 percent) increase.
- For 6,894 employees, a four-schedule (11 percent) increase.

Nesvig noted that he was recommending some classes of employees receive \$5 a month above the standard salary schedules, some other classes \$20 a month above a standard schedule.

"This has permitted us to meet prevailing wage requirements and reach successful settlements with employee organizations without the

(Continued on page 2)

Around and About

THE RETIREMENT board this week was distributing 75,000 copies of its annual report among all County departments. Three notable changes: payments to general members retiring at age 61 or later are appreciably higher—a new hospital-medical insurance plan is offered free, or partly free, to all retirees and their families—and retirement fund assets, which were \$850 million at the end of 1969, had grown to \$965 million by Dec. 31, 1970.

TRUSTING IN the old saying about third time is a charm, the Professional Peace Officers association will try again to win an election to represent some 3,750 deputy sheriffs, D-A investigators, and criminalists—the last big unit of County employees that still has not chosen a major representative under the employee relations ordinance. PPOA tried first in December 1969. It got more votes than Los Angeles County Employees association, but only 57 percent of the unit's members cast ballots—3 percent short of the required 60 percent. On the second go in April 1970, PPOA ran unopposed, but the voter turnout shrank to 46 percent. In the election that the employee relations commission now has set for June 25, PPOA will be bucking the Association for Los Angeles Deputy Sheriffs (ALADS).

AN "INFANT" organization, less than five months old, won against big-league competition in an election fight to represent a negotiating unit of 208 supervisory professional social workers. The local association, the Professional Supervising Social Workers of Los Angeles County, outpolled a joint council of LACEA and Social Services Union Local 535, by 99 votes to 41. (Five voters cast ballots for no representative.) The employee relations commission tallied the ballots last Monday (May 10).

NESVIG'S RECOMMENDATIONS

(Continued from page 1)

necessity of providing full 2.75 percent adjustments in many instances," Nesvig said.

The director of personnel also proposed increases in night and evening shift differentials affecting approximately 4,300 County employees, and raising the maximum rate for premium overtime from \$8.55 an hour to \$10.08 an hour.

Deputy Sheriffs, Firemen

Nesvig told the Board that the City of Los Angeles by adopting the so-called Jacobs Plan "has totally revised its pay and classification structure for police and fire classifications, which makes it impossible to continue any practice of rank-for-rank parity between the City and County in these classifications. . . . It was our conclusion, in conjunction with the Sheriff and the Professional Peace Officers association, that insofar as the deputy sheriff and sergeant ranks were concerned, a new pay and classification structure somewhat different from the Jacobs structure would be appropriate, but that for classifications of lieutenant and above the current classification structure should remain in effect. The thrust of the new classification structure is to provide salary recognition for the most demanding assignments in the sheriff's office.

"A similar review with the For-ester and Fire Warden and the International Association of Fire Fighters indicated that the current classification structure is appropriate and the Jacobs Plan is not adaptable to the County fire department. . .

"The cost of implementing our recommendations for sheriff and fire classifications is approximately \$13.9 million."

Engineer Study

Nesvig reported that, as the first phase of a broad classification and evaluation study of all County posi-

tions, his department had analyzed 3,200 jobs of engineers, architects, and related physical science positions, with the result that he is recommending that 212 positions be reclassified upward, 172 positions be reclassified downward in the three major engineering departments—flood control, road, and County engineer.

Nesvig added that the study also has resulted in reclassifying 266 professional engineering positions to subprofessional technician categories not requiring high formal education, a change that should increase job opportunities for minority applicants under the County's affirmative action program.

Nesvig said his survey-evaluation team has begun a new study of 18,000 positions among County health services employees.

Executive Salaries

Nesvig said he is recommending pay increases of 5.5 percent for most executive classes. He said CAO Arthur Will is filing a separate letter with the Board dealing with 1971-72 salaries for department heads.

Cost

Nesvig said today's recommendations would provide increases for 57,120 general fund employees at a net cost of \$34.25 million. His proposed adjustments for 4,955 special fund and special district employees would total \$5.89 million net cost.

Employee Benefits

HEALTH INSURANCE. Nesvig recommended that the County subsidy toward employee's health insurance premiums be increased from its present \$8 a month to a maximum of \$16.50 a month. (If an employee had a policy covering only himself at a premium of, say,

(Continued on page 3)

NESVIG

(Continued from page 2)

\$14 a month, he would receive only \$14 in subsidy. But if he had coverage for himself and dependents with a higher premium, say \$28 a month, he would receive the full \$16.50 subsidy.) The increased subsidy would apply both to the 42,000 employees enrolled in one of the four County-sponsored health plans—Blue Cross, Blue Shield, Kaiser, and Ross-Loos—and to the 6,000 employees who subscribe to the three health plans sponsored by employee organizations.

MORE SICK LEAVE. Nesvig recommended granting employees three additional days of full-pay sick leave, bringing the total annual allowance to 12 days. Three of the days could be used, with approval of the employee's department, for personal leave so long as such use does not interfere with department operations. Personal leave might be used for personal emergencies, religious holidays, family illness, or other personal reasons.

Nesvig proposed an employee be permitted to accumulate up to 180 days of full-pay sick leave (the present maximum is 120 days), but the maximum allowance of 90 days sick leave payoff when leaving County service would remain as at present.

An employee granted a maternity leave might elect to be paid all or part of any sick leave benefit she would receive if she were terminating County employment.

BEREAVEMENT LEAVE. An employee would continue to be allowed up to three days paid leave in event of the death of his parent, stepparent, brother, sister, husband, wife, child, or stepchild. Absence because of a relative's illness, while it could not be charged to bereavement leave, could be taken as personal leave.

SPECIAL HOLIDAY. Nesvig

(Continued on page 4)

Some Recommended Salaries

THE EXAMPLES below include salary increases for some of the larger classes of County employees as recommended to the Board of Supervisors today (May 14) by director of personnel Gordon Nesvig. Single asterisk (*) indicates salary for persons who are on the payroll as of June 30, 1971. Double asterisk (**) indicates the salary range agreed upon in January 1971 but not put into effect because of the financial "freeze."

<u>Position</u>	<u>Present Monthly Pay</u>	<u>Proposed 1971-72 Pay</u>
Clerks (988)	\$450 to \$486	\$457 to \$507*
Intermediate Clerks (1,906)	\$486 to \$601	\$507 to \$629
Senior Clerks (438)	\$540 to \$669	\$575 to \$715
Supervising Clerks (460)	\$545 to \$677	\$575 to \$715
Intermediate Supervising Clerks (235)	\$608 to \$755	\$641 to \$797
Typist-Clerks (1,886)	\$450 to \$512	\$457 to \$535*
Intermediate Typist-Clerks (4,714)	\$486 to \$601	\$507 to \$629
Transcriber Typists (736)	\$512 to \$601	\$535 to \$629
Stenographers (180)	\$526 to \$585	\$550 to \$613
Intermediate Stenographers (1,261)	\$555 to \$651	\$580 to \$682
Stenographic Secretaries (443)	\$555 to \$687	\$580 to \$720
Cashiers (121)	\$486 to \$601	\$507 to \$629
Key Punch Operators (257)	\$486 to \$601	\$507 to \$629
Telephone Operators (400)	\$474 to \$585	\$494 to \$613
Accounting Technician I (69)	\$624 to \$776	\$659 to \$819
EDP Programmer Analyst I (77)	\$992 to \$1,170	\$1,048 to \$1,236
Attendants (506)	\$450 to \$526	\$464 to \$545*
Senior Attendants (2,419)	\$462 to \$575	\$489 to \$608
Vocational Nurses (783)	\$575 to \$677	\$608 to \$715
Senior Vocational Nurses (280)	\$575 to \$715	\$608 to \$755
X-ray Technicians I (164)	\$696 to \$819	\$735 to \$865
Food Service Workers (244)	\$450 to \$512	\$472 to \$536*
Intermediate Food Service Workers (439)	\$450 to \$540	\$472 to \$565*
Laundry Workers (212)	\$450 to \$486	\$472 to \$509*

(Continued on page 4)

Some Recommended Salaries

(Continued from page 3)

<u>Position</u>	<u>Present Monthly Pay</u>	<u>Proposed 1971-72 Pay</u>
Social Workers I (513)	Flat \$715	Flat \$735
Social Workers II (1,430)	\$735 to \$914	\$776 to \$966
Social Workers III (658)	\$819 to \$1,020**	\$865 to \$1,077
Social Services Supervisors (498)	\$914 to \$1,138	\$966 to \$1,203
Child Welfare Workers I (726)	\$940 to \$1,107**	\$966 to \$1,138
Psychiatric Social Workers II (120)	\$1,020 to \$1,203**	\$1,048 to \$1,236
Senior Medical Social Workers (106)	\$1,020 to \$1,203**	\$1,048 to \$1,236
Community Workers II (117)	\$545 to \$677**	\$575 to \$715
Deputy Probation Officers I (412)	\$755 to \$940	\$797 to \$992
Deputy Probation Officers II (1,017)	\$889 to \$1,107	\$940 to \$1,170
Deputy Probation Officers III (616)	\$992 to \$1,236	\$1,048 to \$1,306
Group Supervisors I (181)	\$560 to \$696	\$591 to \$735
Civil Engineering Assistants (284)	\$914 to \$1,077	\$966 to \$1,138
Senior Civil Engineering Assistants (390)	\$914 to \$1,138	\$966 to \$1,203
Custodians (2,226)	\$474 to \$585	\$494 to \$613
Grounds Maintenancemen (452)	\$526 to \$651	\$560 to \$696
Senior Grounds Maintenancemen (169)	\$575 to \$715	\$624 to \$776
Construction Trade Helpers (200)	\$575 to \$715	\$624 to \$776
Store Helpers (158)	\$530 to \$659	\$575 to \$715
Store Keepers I (122)	\$560 to \$696	\$608 to \$755
Medium Truck Drivers (116)	\$641 to \$715	\$696 to \$776
Road Laborers (229)	\$526 to \$651	\$560 to \$696
General Maintenancemen (112)	\$591 to \$735	\$624 to \$776
Equipment Maintenancemen (84)	\$641 to \$797	\$696 to \$865
Recreation Leader I (110)	\$440 to \$545	\$452 to \$560
Parking Lot Attendant (86)	\$486 to \$601	\$502 to \$624

NESVIG

(Continued from page 3)

suggested that next Dec. 24, the Friday before Christmas, be treated as a holiday. The fact that Christmas and other holidays fall on Saturday during 1971-72 reduces the number of County holidays below average in the coming fiscal year.

SEVERANCE PAY. Nesvig proposed that the Board establish a system of severance pay for "full-time, permanent employees with at least six months' continuous service and a performance evaluation other than unsatisfactory" who lose their County jobs through no fault of their own.

In addition to their present allowance for overtime and vacation (but without any sick leave pay-off), the laid-off employee would receive weekly benefits comparable to those paid under state unemployment benefits, ranging from \$51 to \$65 a week for up to 26 weeks.

The severance pay would not apply to "employees who may be laid off as a result of a County function being assumed by another public or private agency, such as any layoffs that might result if the state were to assume the public welfare program."

Nesvig pointed out that in recent years the County has laid off an average of only four employees a year who would have qualified for severance pay.

County of Los Angeles

DIGEST

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