



DIGEST

Around and About

THE \$1.1. billion County retirement fund has an additional set of guardians—a seven-member board of investments, who will make decisions each month on investing and re-investing more than \$10 million in retirement money. Treasurer-tax collector Harold Ostly, who is also chairman of the retirement board, sponsored the proposal to create the second board. The Board of Supervisors adopted the plan (Dec. 21) after the California legislature passed enabling legislation. "Since disability pensions for general members started in 1957," Ostly said, "most of the time at our retirement board meetings has been spent on disability matters. The investment experts on the board felt they were not fully utilizing their talents." The new board of investment includes Ostly, retired banker Lauren Conley, con-

(Continued on page 2)

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1972-1973 NEGOTIATIONS BEGIN

THE NEGOTIATING season — that time of demands, counterproposals, marathon meetings in smoke-filled rooms, arguments, rebuttals, caucuses and confabs, impasses and (finally) agreements — began this week among County managers and employee organization spokesmen.

The first session took place last Monday (Jan. 24) at flood control district headquarters on Alcazar street, between representatives of County management and Los Angeles County Employees association, Local 660, representing a unit of 2,900 County artisan and blue collar workers.

This unit is one among 27 negotiating units whose work agreements will expire by next July 1 or September 1. The agreements, formally known as memoranda of understanding or MU's, cover nearly 33,000 County employees.

Another 24,000 employees are in 15 units whose agreements expire in mid-1973. However, the agreements permit reopening the question of salaries and other economic benefits for 1972-73; most of these units already have indicated they want to reopen.

Director of personnel Gordon Nesvig said that he hopes the bulk of negotiations will be concluded and agreements signed by April 30 so that he can include the agreements in his 1972-73 recommendations to the Board of Supervisors. The Board customarily receives Nesvig's recommendations in early May, holds public hearings on them, then adopts a salary ordin-

ance in late May to become effective July 1, the beginning of the County's fiscal year.

Nesvig said an element of uncertainty hangs over this year's negotiations because of the federal pay board.

"The board's regulations appear still to be in a state of flux," Nesvig said, "and we can not be sure as yet to what degree, if any, the board will intervene in our salary-setting procedures."

Units that will be negotiating totally new memoranda of understanding include:

Building Custodians; Institutional Support Employees; Paramedical-Technical Employees; Pharmacists; Registered Nurses; Supervisory Registered Nurses; Dentists; Sanitarians and Health Investigative Employees; Supervisory Paramedical and Health Investigative Employees; Professional Paramedical-Health Employees; Supervisory Professional Paramedical-Health Employees; Plant Operating Engineers; Artisan and Blue Collar Employees; Supervisory Artisan and Blue Collar Employees; Supervisory Peace Officers; County Guards, Deputy Probation Officers; Supervisory DPOs; Social Workers; Medical Social Workers; Child Welfare Workers; Social Services Investigators; Supervisory Professional Social Workers; Supervisory Social Services Employees; Attorneys; Agricultural Inspectors; and Building Trades and Skilled Craftsmen.

The units whose agreements run
(Continued on page 4)

Around and About

(Continued from page 1)

tractor Ray K. Cherry, retired investment counselor J. Smith Miller, and three elected retirement board members who will do double duty—Norman Shaffer of APCD, Richard Pachtman of the DA's office, and Albert LeBas of the sheriff's civil division. In addition to Shaffer, Pachtman, and LeBas, the retirement board will consist of Ostly, Mrs. Mary Ann Hollibaugh, William H. Dorsey, Jr., and a member yet to be appointed by the Board of Supervisors. They will continue to handle retirement matters including disabilities but excluding investment matters.

AMONG LONGTIMERS who are retiring: Cora Fischer, who started as a typist clerk in welfare back in 1934, later was clerk of the Board of Supervisors, served 16 years as aide to former Supervisor John Anson Ford, retired as head of the Board executive officer's special services division. The Board presented her with a scroll Dec. 28.

THE COUNTY is seeking \$251,000 to finance an experimental war on burglars in Bellflower. The Board of Supervisors approved the application last Tuesday (Jan. 25) for funds under the federal Omnibus Crime Control and Safe Streets act. Under the plan, especially trained teams of sheriff's deputies and County firemen would go door-to-door to nearly 20,000 homes and 1,200 businesses in Bellflower, inspect the premises for burglary hazards, and give the owners written recommendations for needed burglary-proofing. At the end of a year, the experimenters will see whether Bellflower's burglary rate has gone down.

SICK LEAVE POLICY EXPLAINED

(THE DIGEST has received several calls from employees saying they were unsure as to provisions of the County sick leave policy which was liberalized last July 1. The department of personnel prepared the following article to clarify the workings of the sick leave plan.)

TWELVE DAYS of fully-paid sick leave were credited to most County employees with more than 12 months of continuous service on Jan. 1, as provided under the 1971-72 salary ordinance.

The liberalized sick leave (formerly nine days a year) was included in the ordinance approved by the Board of Supervisors last May following negotiations between County management and employee organizations. Although the new sick leave provisions went into effect last July 1, this will be the first full calendar year under the new system.

The provisions also permit employees—subject to departmental approval—to use up to three of their 12 days sick leave, if they wish, for personal reasons such as handling family business, observing religious holidays, or absence because of family illness.

Those with less than 12 months continuous County service as of Jan. 1, 1972, are accumulating sick leave at the rate of one day (eight hours) a month. Next Jan. 1 they, like other County employees, will be credited with their full year's paid sick leave of 12 days.

Carry-over sick leave

The present salary ordinance allows employees to build up a "bank" of as much as 180 days of fully-paid sick leave. These days may be used, however, only in event of illness.

The provisions for using up to three days of sick leave a year for personal (that is, non-sick) pur-

poses operates only on a year-by-year basis. An employee may not take off more than three days in any calendar year for personal reasons.

Part-pay sick leave

The salary ordinance provides that if an employee exhausts his full-pay sick leave, he may draw on a reserve of part-pay sick leave.

The minimum reserve is seven days at 50 percent pay for the recent employee who has been with the County only six to 12 months.

With one to two years service, an employee is entitled to seven days at 75 percent pay and another seven days at 50 percent pay. With two to five years service, the allowance is 14 days at 75 percent pay plus another 14 days at half pay.

An employee with five to ten years on the payroll gets 28 days at 75 percent pay and 42 at half pay.

With more than ten years service, an employee is eligible for the maximum of 56 days of sick leave at 75 percent pay. However, his allowance for half-pay leave rises steadily, year by year, until the worker with 30 years service may utilize 252 days sick leave at 50 percent of his salary.

Unused part-pay sick leave does not accumulate from year to year; neither is it considered for payoff purposes when an employee leaves his County job.

Payoff of sick leave

If an employee with at least five years of permanent fulltime service leaves the County, he may receive a lump sum payment for unused sick leave, up to a maximum of 90 days.

For payoff purposes, he gets credit for all unused full-pay sick leave he had accumulated up to

(Continued on page 3)

SICK LEAVE

(Continued from page 2)

Jan. 1, 1971, plus one-half of all unused full-pay sick leave he accumulated after Jan. 1, 1971.

A few examples

The department of personnel offered several hypothetical cases involving County employees and their sick leave:

- Nellie Nivens, a longtime employee, was credited with 12 more days of full-pay sick leave on Jan. 1, 1972. If she uses none of it in 1972, the entire 12 days will be added to her "bank" of available sick leave in case of illness, but only half of it, or six days, will be credited to her account for payoff purposes, if she leaves the County.

- Nellie's friend, Gertie Givens, also was credited with 12 days of additional sick leave on Jan. 1, 1972. If she should take off the three days allowed for personal matters and is sick for another five days during the year, Gertie will have remaining four unused days of sick leave, which will be credited to her and carried over into 1973; of this, however, only half, or two days, may be counted for payoff purposes, should she leave the County.

- Sally Spivens began work as a County typist-clerk April 1, 1971. She accumulated one day of full-pay sick leave each month and by Jan. 1, 1972, had nine days leave to her credit. She will continue to accumulate one day a month so that by next Dec. 31, if her service is uninterrupted, and she uses none of her sick leave, she will have 21 days to her credit. On Jan. 1, 1973, she will be credited with an entire year's 12 days of sick leave; on Jan. 1, 1974, another 12 days; and so on each January as long as she remains in continuous County service.

- Benny Bivens has been a County engineer since the 1950s. By Dec. 31, 1970, he had accumulated 70 days of unused sick leave. On Jan. 1, 1971, he received six days more. On Jan. 15, 1971, he was

given three additional days when the County increased its annual full-pay sick leave allowance to nine days a year. When the 1971-72 salary ordinance went into effect last July, he was credited with still three more days for a total of 12 days sick leave for 1971. When the new calendar year began on Jan. 1, 1972, he received credit for

another 12 days, making a total of 24 days credited to him since Jan. 1, 1971. If Benny were to leave the County now, he would be entitled to a lump sum payment for unused sick leave of 82 days (the 70 days he had coming as of Jan. 1, 1971, plus one-half of his 24 days of unused sick leave credited since then, or 12 days).

A County Crossword

(It's a toughie. Answer in the next DIGEST)

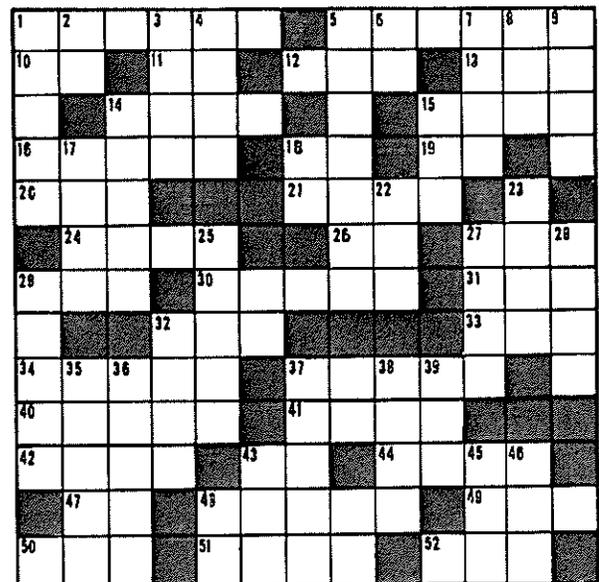
ACROSS

- 1 A kind of break
- 5 The 10th or 25th
- 10 All-purpose County greeting
- 11 Our fair city (abbr)
- 12 Something you can always find in the other guy's budget
- 13 Office for Demoralized Employees (abbr)
- 14 Well, it couldn't do any —
- 15 Kind of examination
- 16 What some people do at the bit
- 18 Short for all right
- 19 — again, off again
- 20 You can either lend it or bend it
- 21 What most County employees ain't
- 24 Every bureaucrat thinks he needs more of it
- 26 Response to most bright new ideas
- 27 Women's Lib hates them
- 29 Those holding office
- 30 Straighten
- 31 As simple as —
- 32 No more seats (abbr)
- 33 Country liberated from the Indians (abbr)
- 34 First name of Mr. First
- 37 It goes with service
- 40 A talkative old uncle
- 41 Pay attention
- 42 He's no friend of Israel
- 43 Drinking man's last resort (abbr)
- 44 Job held by Peter, Ivan, Nicholas, and others
- 47 A wonderful land, hard to reach
- 48 Feeling after getting married or promoted

- 49 It's black if it isn't red
- 50 Honest —
- 51 It often gets before the horse
- 52 Uncle's tax men (abbr)

DOWN

- 1 Mr. Fourth
- 2 What's left when you knock the ell out of oil
- 3 Flim—
- 4 He worked in the marshal's office
- 5 County employees always need more of it
- 6 Where it's —
- 7 Mr. Fifth
- 8 What Joseph Busch is
- 9 The uncouth way to summon a secretary
- 14 Rabbits' cousins
- 15 Sound as a taxpayer opens his tax bill
- 17 Mr. Second
- 18 Comes with *either*
- 22 Comes with *pro*
- 23 Mr. Third
- 25 Recreation and —
- 27 It's usually long rather than short
- 28 The best way to read a dull report
- 29 A kind of red
- 32 A kind of nose
- 35 To loot again
- 36 What some rats run around in (2 wds)
- 37 Posterior container
- 38 These applicants get 10 extra points
- 39 Those things in our psyches
- 43 Comes before carte or mode
- 45 Important kind of conditioning
- 46 Ladies in white (abbr)
- 48 A long-ago era



Uncle Sam Takes a Bigger Bite

Most COUNTY employees probably noted still another nick from the paychecks they received last Tuesday (Jan. 25)—the result of the revised federal income tax deduction scale that went into effect Jan. 15.

Each employee will find the exact size of the nick spelled out on

<u>Monthly Salary</u>	SINGLE, No Exemptions		MARRIED, Two Exemptions	
	<u>1971 Tax</u>	<u>1972 Tax</u>	<u>1971 Tax</u>	<u>1972 Tax</u>
\$464	\$ 69.36	\$ 75.49	\$ 42.42	\$ 44.38
\$545	\$ 83.94	\$ 92.50	\$ 55.38	\$ 57.34
\$608	\$ 96.03	\$105.73	\$ 65.46	\$ 67.42
\$755	\$126.90	\$136.60	\$ 88.98	\$ 90.94
\$889	\$155.04	\$165.02	\$112.59	\$113.94

Bloodgood said comparable increases will be found in other salary-and-exemption combinations.

"To be sure too much tax is not being withheld," Bloodgood said, "I would encourage all employees to obtain from their department payroll clerks a copy of the new W-4 forms and to read the instructions

the stub of his next paycheck (Feb. 10).

Auditor-controller Mark Bloodgood's office prepared the following "mini-table" comparing taxes deducted monthly in 1971 with the amount that will be deducted each month in 1972 (provided the employee does not file a new W-4 form to change his number of exemptions claimed):

on the form carefully. The regulations are explained there, and the employee can apply them to his individual case to decide whether he should file a new W-4 form to change his number of exemptions."

Bloodgood said all departmental payroll clerks have full information on the new deduction regulations.

NEGOTIATIONS

(Continued from page 1)

until next year but permit reopening of salary issues for 1972-73 include:

Clerks and Office Employees; Supervisory Clerks and Office Employees; Administrative and Technical Staff Personnel; Supervisory Admin-Tech Staff Personnel; Appraisers; Supervisory Appraisers; Automotive and Equipment Maintencemen; Engineers; Supervisory Engineers; Engineering Technicians; Supervisory Engineering Technicians; Corrections Officers; Psychiatric Social Workers; Librarians; and Cultural, Scientific, and Educational Employees.

The unit of 3,700 non-supervisory peace officers, which was certified too late in 1971 to negotiate a 1971-72 memorandum, is expected to negotiate one in the next few months for 1972-73.

The two units of fire fighters and supervisory fire fighters are working under an agreement that runs to mid-1973 and sets their salaries according to an agreed-upon formula. Salaries of public defender investigators also are based on a formula contained in their three-year agreement.

The superior court clerks unit's salaries are based on their MU which runs until 1973, but the unit may renegotiate non-salary provisions of the agreement for 1972-73.

County of Los Angeles

DIGEST

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Public Needs Parking, Too, Arbiter Says

AN ARBITRATOR has denied a claim by Los Angeles County Employees association that the County should not have set aside 349 of the 590 parking spaces in the Phase II Mall garage for public parking while some County employees working in the New Hall of Records remained on a waiting list for free parking spaces.

Arbitrator Thomas Roberts, appointed by the employee relations commission to hear the case, noted that "it is the public which must necessarily be served by any governmental agency and such service demands parking for the citizenry."

Roberts' decision (Dec. 13) added:

"The evidence convincingly establishes a true 'reasonable effort' on the part of management in the

continuing effort to provide adequate employee parking throughout the Civic Center. . . The total number of Civic Center parking spaces available in County facilities (is) 8,638. Of that number, 5,318 or 61.5 percent are allocated to employee parking while the remaining 3,320 are made available to the public. Further, the percentage of spaces reserved to County employees in the Civic Center has increased from 53.3 percent of the total in 1965 to 61.5 percent in August 1971."

Roberts pointed out that the waiting list for employee parking in Civic Center decreased from 1,600 to 1,000 between February and September last year, and during the same period the County issued 811 more permits to employees.