



DIGEST

Around and About

PRESENT PLANS are for CAO Arthur Will to present his proposed 1972-73 County budget to the Board of Supervisors May 2, with director of personnel Gordon Nesvig bringing in his '72-'73 salary recommendations ten days later . . . Federal Internal Revenueurs advise that County employees hold onto their paycheck stubs for three years, in case they should need them for legal proof of deductions for health insurance premiums, A. I. D., and union dues . . . The long planned merger of the departments of health, hospitals, mental health, and veterinarian into a single department of health services was scheduled to go into effect March 4—but the Board of Supervisors has delayed the effective date to July 1, to allow more time for a nationwide search for candidates qualified for the job of director of the huge new agency. It will be the biggest department in County history . . . The Board last Tuesday (Feb. 8) okayed a proposal to replace quake-destroyed San Fernando juvenile hall and Camp Holton with two new 205-bed detentional facilities and a new camp.

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FROZEN PAY BOOSTS RELEASED

SOME 10,000 County employees will receive more than \$1 million in pay increases and step advances that were withheld during Phase I of President Nixon's anti-inflation freeze from Aug. 15 to Nov. 14 last year.

The Board of Supervisors approved last Tuesday (Feb. 8) the recommendation from CAO Arthur Will, County counsel John Maharg, and director of personnel Gordon Nesvig that the County should release the withheld funds in the light of recent federal guidelines.

Auditor-controller Mark Bloodgood's staff has begun setting up the mechanics of adding the pay adjustments to a future paycheck. Bloodgood said that, assuming the Board ordinance becomes effective March 16, some employees might receive their adjustments as early as the April 10 paycheck. He said he estimates most payments will have been made by June 10.

The 10,000 affected employees have been receiving their increased salaries and step advances since Nov. 14, when the Board lifted the 90-day freeze required by Phase I.

Chief beneficiaries of last Tuesday's Board action will be 400-plus sanitarians and health investigative employees who were due to receive salary increases last Sept. 3, and some 1,400 electricians, painters, carpenters, and other building craftsmen, and nearly 1,000 employees in building inspector and surveyor classes, who were due for a pay rise last Sept. 1.

Their withheld pay totals an estimated \$637,000 or an average of about \$225 apiece (individual payments, of course, range above and below this amount).

Other recipients will be the approximately 7,100 employees whose step advances were withheld during Phase I. These back payments will total an estimated \$522,000, averaging about \$75 apiece, but, again, varying widely from individual to individual.

CAO Will pointed out to the Board that all funds for the withheld pay were provided in the 1971-72 County budget and involve no new outlays.

The Will-Maharg-Nesvig letter to the Board said, in part:

"The President's Pay Board on Jan. 13, 1972, ruled that salary and benefit increases approved prior to Aug. 15, 1971, but withheld from that period until Nov. 14, 1971, when the freeze ended, are now lawfully due and payable if the increases do not exceed 7 percent or if taxes had been raised, appropriations had been made, or funds otherwise raised or provided to cover the cost of the increases.

"We have reviewed the guidelines published in the Federal Register of Jan. 27, 1972, relating to the payment of wage increases withheld during Phase I, . . . all applicable state laws and County ordinances, and discussed the subject with authorities both in Washing-

(Continued on next page)

A. P. May Rate Higher in Exams

THE CIVIL service commission has added a clause to its rule 8.14, permitting the appraisal of promotability to play a larger part in some promotional examinations.

The rule has provided that all promotional exams shall include an appraisal of promotability "based on an evaluation of records of seniority in County service . . . and of efficiency and character" and that the A.P. shall not exceed 25 percent of the total weights in scoring the exam.

The commission (Feb. 2) added a clause saying the A.P. shall not exceed 25 per cent "except that, when it is deemed to be in the best interest of the service, the Commission may increase the weight of such evaluation of seniority, efficiency, and character to a maximum of 50 percent of the total weight in the examination."

In other action, the commission concurred with director of personnel Gordon Nesvig's proposal to ask the Board of Supervisors to place on the June 6 ballot a County charter amendment that would authorize the commission to establish a 12-month probationary period for certain classes of County employees, instead of the usual six-month period. Sheriff Peter Pitchess

Answer

to the County Crossword in the Jan. 28 DIGEST.

C	O	F	F	E	E	P	A	Y	D	A	Y
H	I	L	A	F	A	T	C	D	E		
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has been a leading advocate of the 12-month probation.

The commission also voted to hold consolidated hearings March 6, 7, 9, and 10 for any of the 1,296 social workers who want to protest their demotions on Feb. 1. The demotions, which DPSS director Ellis Murphy ordered in lieu of layoffs, affected 354 Social Services Supervisors, 128 Social Workers III, 813 Social Workers II, and one Social Worker I. As of press time, the commission had received petitions for hearings from more than 500 social workers.

Helbling on ERCOM

THE EMPLOYEE relations commission, running as a two-man board since last July, was scheduled to be back to full strength today (Feb. 11) with Irving Helbling occupying the third chair.

The Board of Supervisors appointed Helbling (Feb. 1) to the unexpired term of former commissioner Melvin Lennard, who resigned last summer. The term runs until Oct. 8, 1973.

Helbling was among three nominees submitted jointly to the Supervisors by County management and a committee of employee organizations.

Helbling, 56, a Los Angeles industrial relations consultant and arbitrator, worked for the National Labor Relations board (1935-57); was administrator of the Southern California Pipe Trades trust funds (1957-59); and was a professional economist before entering practice as an arbitrator in 1965.

Other commissioners are Reginald Alleyne and chairman Ben Nathanson.

JOB INFORMATION

The department of personnel operates 24-hour telephone service for:

- Promotional job openings. Call 628-9116.
- Open competitive examinations for which the department of personnel is recruiting. Call 628-9111.

PAY RELEASED

(Continued from page 1)

ton and the local Internal Revenue Service, which has been delegated responsibility for administering Phase II. Based on the foregoing, it is our opinion that the County is now required to pay the withheld money to its employees and certify to the Internal Revenue Service that the applicable conditions were met."

Among those who will receive pay adjustments under last Tuesday's board action are:

- 213 sanitarians, an adjustment of \$54 to \$68; 124 senior sanitarians, \$61 to \$78.

- 176 electricians, \$403; 155 painters, \$60; 139 carpenters, \$109; 112 plumbers, \$355; 49 steamfitters, \$355; 39 electronics communication technicians, \$197; 40 welders, \$219.

- 174 construction inspectors, \$238 to \$296; 97 building engineering inspectors, \$245 to \$306; 176 rodmen and chainmen, \$245 to \$287; 91 instrumentmen, \$257 to \$306; 34 survey aids, \$124 to \$155.

- 63 refrigeration mechanics, \$355; 56 elevator mechanics, \$403; 41 utility tractor operators, \$333.

These adjustment amounts are based on fulltime work with no unpaid absences from last Sept. 1 through Nov. 13.

County of Los Angeles DIGEST

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