



DIGEST

Around and About

THE BOARD of Supervisors has asked for a pros-and-cons report on withdrawing County employees from the federal social security system. The Board instructed (May 2) CAO Arthur Will, director of personnel Gordon Nesvig, and treasurer-tax collector Harold Ostly, who also is County retirement board chairman, to prepare the report. Supervisor Warren Dorn said several individuals and groups had approached him about possible withdrawal. Similar proposals are being discussed for California state employees, in Santa Barbara County, and in other jurisdictions, on grounds that social security taxes are climbing too high. The 46,000 L. A. County employees now under social security pay 5.2 percent on their first \$9,000 of earnings. It has been proposed that next Jan. 1 the deduction rise to 5.4 percent on the first \$12,200 earned.

AUDITOR-CONTROLLER Mark Bloodgood has notified all departments that mileage permittees will be reimbursed, starting July 1, for "actual expenses incurred for occasional parking as a necessary part of . . . official duties." The permittee will claim the parking reimbursement on his regular mileage claim.

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Nesvig Issues '72-'73 Pay Proposals

DIRECTOR of personnel Gordon Nesvig sent to the Board of Supervisors today (May 9) a set of 1972-73 salary recommendations reflecting the current mood of austerity.

"The Board of Supervisors' economy program is reflected in our recommendations this year," Nesvig said. "Despite that, we have arrived at full agreement with 15 units of County employees on pay and other working conditions. There are 17,000 employees in these units. In addition, we have reached tentative agreement with seven other units totaling 24,000 employees."

Nesvig said pay increases included in the full and tentative agreements average out to approximately 3.9 percent.

Nesvig said there are 23 other units containing 23,000 employees with which negotiations have bogged down. These now are involved in the impasse procedures set up in the County employee relations ordinance.

FULL AGREEMENTS. Nesvig recommended that pay increases go into effect July 1 for employees in 11 units:

Superior Court Clerks (188 employees). Institutional Support Employees (2,045). Paramedical Technical Employees (4,947). Pharmacists (89). Dentists (78). Sanitarians and Health Investigative Employees (382). Plant Operating Engineers (221). Artisan and Blue Collar Employees (2,880). Supervisory Artisan and Blue Collar

Employees (795). Librarians (775). Agricultural Inspectors (46).

Nesvig also recommended that pay rises begin Sept. 1 for four other units with which full agreements have been signed:

Professional Engineers (800). Supervisory Professional Engineers (356). Engineering Technicians (1,404). Supervisory Engineering Technicians (446).

TENTATIVE AGREEMENTS. Nesvig told the Board that County management has reached tentative agreement on all issues with representatives of seven units, whose members now are in the process of ratifying the pacts. Nesvig said he is not including these agreements in today's recommendations but expects to bring the signed agreements to the Board by May 23. The implication is that the Board will be able to approve these for inclusion in the salary ordinance, which goes into effect July 1.

Tentative agreements have been reached with:

Clerks and Office Employees (17,184). Supervisory Clerks and Office Employees (1,553). Building Custodians (2,564). Registered Nurses (2,013). Supervisory Registered Nurses (902). Supervisory Deputy Probation Officers (320). Cultural, Scientific, and Educational Employees (205).

IMPASSES. Nesvig said his recommendations include no salary changes for the units with which negotiations remain at impasse.

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PAY PROPOSALS

(Continued from page 1)

"It is not anticipated that fact finders' reports will be available or that agreements will be reached based on such reports in time for consideration by the Board for the July 1 salary ordinance changes," Nesvig said.

Units at impasse include:

Administrative and Technical Staff Personnel (1,243). Supervisory Administrative and Technical Staff Personnel (214). Appraisers (465). Supervisory Appraisers (190). Supervisory Nonprofessional Paramedical-Health Investigative Employees (141). Professional Paramedical-Health Employees (908). Supervisory Professional Paramedical-Health Employees (120). Peace Officers (3,920). Supervisory Peace Officers (869). Corrections Officers (278). Guards (371). Deputy Probation Officers (2,183). Social Workers (2,981). Psychiatric Social Workers (150). Medical Social Workers (423). Child Welfare Workers (190). Supervisory Professional Social Workers (230). Social Services Investigators (3,298). Supervisory Social Services Employees (1,164). Attorneys (771).

SHERIFF, FIRE. Among those for whom Nesvig recommended no pay increases are deputy sheriffs and the two units of fire fighters. The peace officers unit is at impasse on its agreement. The fire fighters' memoranda of understanding are not open for negotiation this year.

BUILDING TRADES. The 1,464 building trades craftsmen and a unit of 473 automotive and equipment maintenancemen have a salary effective date of Sept. 1. Negotiations with these units are under way for recommendation to the Board later.

OTHER EMPLOYEES. Nesvig said that for the 6,000 County staffers who do not belong to negotiating units he is recommending salary rises averaging 1.3 percent.

DEPARTMENT HEADS. Nesvig proposed no increases for de-

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 9) by director of personnel Gordon Nesvig. Salaries shown are only for selected employees in the 15 units that have signed full agreements, or memoranda of understanding, with County management. Figures in parentheses () indicate number of employees.

<u>Position</u>	<u>Present Monthly Pay</u>	<u>Proposed 1972-73 Pay</u>
Attendants (522)	\$440 to \$545	\$455 to \$573
Senior Attendants (2,305)	\$489 to \$608	\$505 to \$637
Vocational Nurses (880)	\$608 to \$715	\$641 to \$755
Senior Vocational Nurses (332)	\$608 to \$755	\$641 to \$797
X-Ray Technicians I (187)	\$735 to \$865	\$776 to \$914
Food Service Workers (241)	\$440 to \$536	\$440 to \$563
Intermediate Food Service Workers (410)	\$460 to \$565	\$475 to \$593
Laundry Workers (172)	\$440 to \$509	\$440 to \$535
Grounds Maintencemen (428)	\$560 to \$696	\$591 to \$735
Senior Grounds Maintencemen (172)	\$624 to \$776	\$659 to \$819
Medium Truck Drivers (105)	\$696 to \$776	\$735 to \$819
Road Laborers (222)	\$560 to \$696	\$591 to \$735
General Maintencemen (90)	\$624 to \$776	\$659 to \$819
Parking Lot Attendants (102)	\$502 to \$624	\$516 to \$641
Superior Court Clerks (189)	\$966 to \$1,203	\$1,020 to \$1,271
Public Health Investigators I (75)	\$932 to \$1,095	\$952 to \$1,119
Sanitarians (213)	\$920 to \$1,083	\$952 to \$1,119
Pharmacists (94)	Flat \$1,480	Flat \$1,540
Stationary Engineers II (113)	Flat \$1,020	Flat \$1,113

partment heads July 1, saying the Board acts on department head salaries on Jan. 1.

OTHER EXECUTIVES. Among approximately 500 County executives below the department head level, Nesvig proposed pay increases of 2.75 percent for some 425, and a 5.5 percent rise for the other 75 who without such increases, Nesvig said, would have salaries the same as or only slightly more than their subordinates.

EMPLOYEE BENEFITS. Nesvig recommended no changes in sick leave, vacations, and other fringe benefits—an area where the County compares favorably, he said, with prevailing community practice.

The Board of Supervisors is scheduled to open public hearings on the Nesvig recommendations next Tuesday afternoon (May 16). The Board must adopt the salary ordinance before the end of May for it to become effective July 1.