



DIGEST

Around and About

THE BOARD of Supervisors began discussions last Tuesday afternoon (July 25) of possible amendments to the County charter which could be submitted to the voters next Nov. 7. Proposals included:

- Increasing the number of Supervisors from five to seven, and providing that in the future there shall be one Supervisor for each one million population
- Increasing the County civil service commission from three members to five
- Establishing an elected County executive or County mayor who would assume some administrative responsibilities now held by the Board of Supervisors
- Removing County department heads and their chief deputies from civil service
- Permitting the civil service commission to set probation periods of longer than six months for County employees
- Revising or abolishing charter section 47 which requires the Board

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Deductions--Some Up, Some Down

WHEN THE 48,000 employees who subscribe to a County-sponsored health plan inspect their paychecks Aug. 10, they will notice a change, up or down, in the amount deducted for premiums to Blue Cross, Kaiser, Ross-Loos, or Blue Shield.

The changes for Blue Cross subscribers will range from a decrease of 70 cents a month to an increase of \$1.09.

Kaiser enrollees will pay from 4 cents less to \$1.01 more.

Ross-Loos premiums will run from no change for employee-only policies to \$1.90 more for those with family coverage.

All Blue Shield deductions will drop from \$1.38 to \$1.95 a month.

(Details of the deduction changes appear in the table on page 3.)

The Aug. 10 changes result from two factors:

1) On that date, higher premiums assessed by the four health plans go into effect under renewed one-year contracts approved by the Board of Supervisors (July 5).

2) At the same time, the County contribution to an employee's health plan premium rises from a maximum of \$16.50 a month to \$19 a month, as provided under a formula negotiated with employee organizations a year ago. Under this, the County contribution increases as health plan rates increase.

In some cases the \$2.50 increase in the County contribution more than offsets the increase in premium. In other types of coverage, the premium increase exceeds the County boost by as much as \$1.90 a month.

Director of personnel Gordon Nesvig informed the Supervisors:

"Primarily because of increased usage of these plans by County employee-subscribers and their families during the past year, all of the health plans will require pre-

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New Agreements

THE BOARD of Supervisors has granted pay increases to 6,500 County employees in seven units of nurses, appraisers, medical social workers, auto and equipment maintenancemen, and administrative-technical staff. These units were at impasse or still negotiating with County management last May 23 when the Board adopted the 1972-73 salary ordinance including 23 agreements covering some 41,000 other employees.

Pay increases in the latest seven agreements vary from unit to unit and class to class, but average close to 3.5 percent.

NURSES. Salaries included in the agreements signed with units of 2,334 registered nurses and 1,229

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Around and About

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of Supervisors to provide each County employee a salary "at least equal to the prevailing salary or wage for the same quality of service rendered to private persons, firms or corporations under similar employment in case such prevailing salary or wage can be ascertained."

- Including a specific provision concerning employee layoffs or reduction in rank in lieu of layoffs for reasons of economy or lack of work
- Authorizing the County to contract for landscaping maintenance services in slopes, parkways, and remote or isolated facilities where the Board finds such work can be more economically or feasibly performed by private contract.
- Permitting the County to contract with private hospitals for care of County patients.

The Board is scheduled to wrap up its discussions and vote Aug. 15 on what charter amendments, if any, to place on the Nov. 7 ballot.

THE PUBLIC hearing before the Board of Supervisors on possible changes in the County employee relations ordinance, as recommended by a consultants' committee (Prof. Benjamin Aaron, Lloyd Bailer, Howard Block), will be held Aug. 22. Aaron requested the postponement from Aug. 15 so he could present the committee report.

A REMINDER from treasurer-tax collector Harold Ostly, head of the County's AID effort:

August is "redesignation month" when AID contributors who earmark their donations for specific organizations should renew their designations for the coming year. The designations must be renewed annually with the payroll clerk or AID coordinator in the contributor's department.

AGREEMENTS

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supervisory registered nurses go into effect Sept. 1. The agreements (memoranda of understanding) run for two years but the salary issue may be reopened next January.

ADMINISTRATIVE & TECHNICAL STAFF PERSONNEL. The memorandum with this 1,300-member unit goes into effect next Tuesday (Aug. 1) and will expire next June 30.

APPRAISERS. Salary rises for the units of 478 appraisers and 209 supervisory appraisers will begin Sept. 1 and continue for 12 months.

REPAIRMEN. Like the appraisers the unit of 511 automotive and equipment maintenancemen will receive pay hikes running from Sept. 1 to Aug. 31, 1973.

MEDICAL SOCIAL WORKERS. This unit of 434 medical social workers and medical case workers will get a salary increase beginning in late August, 30 days after the Board adopted the required ordinance (July 25).

Six other units including social workers, eligibility workers, psychiatric social workers, supervisory professional social workers, supervisory social service employees, and

New Brass for Sheriff, Personnel, Library

IN A MOVE "to pinpoint management responsibility" the Board of Supervisors last Tuesday (July 25) approved creating three new top-level positions in the departments of sheriff, personnel, and library.

CAO Arthur Will told the Board that adding a second Assistant Sheriff "will clearly establish the undersheriff as the number two man under sheriff Pitchess with two assistant sheriffs reporting directly to him and the sheriff." Will said one assistant sheriff will be responsible for the civil, correctional, and technical services divisions; the other assistant sheriff will supervise pa-

child welfare workers still are involved in factfinding or negotiation, and so have not signed 1972-73 agreements.

Aside from the social workers, six other units are at some stage of the factfinding process. These are peace officers and supervisory peace officers; building trades and skilled craftsmen; County guards; deputy probation officers; and attorneys.

A factfinder's report has been received for the attorneys unit, and a partial report has been submitted for the DPO unit. A report is pending for the guards. Factfinding hearings for the peace officers will resume Aug. 7, and on the same day hearings will open on the case of the building trades.

Head of Vets' Affairs

RETIRED ARMY Major Robert Kingsbury, 48, has been named director of the County department of military and veterans affairs. The Board of Supervisors appointed him (July 18) to succeed Norman Kelly, who retired last March. After retiring from the army in October 1969 (he was aide de camp to General Omar Bradley in Beverly Hills), Kingsbury worked as a public information assistant in the veterans department, then as assistant personnel officer at medical center services.

trol, detective, administrative services, and fiscal divisions.

Director of personnel Gordon Nesvig, who now has three deputy directors, will acquire a chief deputy as a second in command "responsible for all phases of the County personnel system."

County librarian William Geller likewise will have a chief deputy "responsible for all departmental operations including community, technical, and administrative services." Will said that the chief deputy "could be considered for elevation at such time as the County librarian retires."

HEALTH PLANS

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mium increases in order to maintain substantially the same level of benefits . . . Each of the health plans has written us that their rates fully comply with guidelines under Phase II of the Economic Stabilization regulations. All health plans will continue to apply over 90 cents of each premium dollar to pay medical and hospital expenses for County employee-subscribers and their families."

Nesvig said the new health contracts include two changes in the definitions of dependents—revisions required by a 1971 law passed in the California legislature. One change says that newborn children, whether normal or defective, shall be covered from birth (at present coverage begins 15 days after birth, and then only if the child is normal). The other change expands the legal definition of dependent so that mentally retarded or physically handicapped children's coverage may not be terminated when they reach age 19. These changes, Nesvig said, will affect principally the 19,000 subscribers to Blue Cross.

Longtimers Retire

THE BOARD of retirement has approved ten applications for retirement from employees with more than 30 years service.

They are Roy LaVigne, fire department; Garland Aitken, road; Chester Ames, sheriff; Ann DeVere, probation; Thelma Forberg, registrar-recorder; Edna Gerstel and Elsie Muslin, DPSS; Willard Goldstein, schools (deferred); Cora Nadin, medical center; and Leland Skinner, treasurer-tax collector.

Evening Classes

A SPECIAL issue of THE DIGEST will appear Aug. 18 describing fall semester evening classes that will be offered for County employees.

Deductions, Old and New

THE TABLE below compares the payroll deductions County employees now are paying for health plan premiums with revised deductions that will begin with the Aug. 10 paycheck. In addition to the amounts shown, the County now contributes up to \$16.50 a month per employee—a contribution that will rise to \$19 a month starting Aug. 10. Deduction code numbers used on paycheck stubs are shown so that employees may make sure on Aug. 10 that correct deductions are being made for their health policies.

	<u>Employee only</u>	<u>Employee and one dependent</u>	<u>Family coverage</u>
BLUE CROSS—Low Option			
<i>(Deduction code 08 on the paycheck)</i>			
Present deduction	None	\$13.51	\$17.53
New deduction	None	\$13.71	\$18.09
BLUE CROSS—High Option			
<i>(Deduction code 09)</i>			
Present deduction	\$0.70	\$19.04	\$23.37
New deduction	None	\$19.74	\$24.46
KAISER			
<i>(Deduction code 10)</i>			
Present deduction	None	\$14.84	\$28.38
New deduction	None	\$14.80	\$29.39
ROSS-LOOS			
<i>(Deduction code 19)</i>			
Present deduction	None	\$19.40	\$29.08
New deduction	None	\$20.43	\$30.98
CALIFORNIA BLUE SHIELD			
<i>(Deduction code 44)</i>			
Present deduction	\$ 2.50	\$17.70	\$22.00
New deduction	\$ 0.55	\$16.19	\$20.62

Parking Reshuffle, More Spaces

THE BOARD of Supervisors last week (July 18) approved a plan to repattern thousands of parking spaces in Civic Center for County employees and the public.

The plan, prepared by CAO Arthur Will's office and the mechanical department, calls for using the Music Center garage and the Mall Phase II underground garage only for public parking. At the same time surface lots 17, 20, 23, and 24, now used for both public and employee parking, will be transformed to employees-only areas.

The CAO informed the Board that by restriping the parking spaces on several lots and making fuller use of the Health Administration building garage, the multi-deck parking structure at First and Olive streets, and other facilities, the County should be able to accommodate at least 1,000 additional parkers—571 for County employees, 387

for the public, and 53 for court jurors.

Will said the additional employee spaces will be used to reduce the present waiting list of 1,144 would-be employee parkers and to provide for an anticipated 320 additional staffers for the new Criminal Courts building.

Will's letter added:

"To further reduce parking and traffic congestion in the Civic Center, I am recommending that these vacant spaces be utilized to establish preferred parking areas for allocation to employee car pools . . . I will have recommendations to your Board shortly on the computerized car pool system under development."

Will's letter also said:

"The Music Center garage is currently shared by matinee and other public parkers, County employees, and Music Center tenants. During many weekday matinees, the public parking area is inadequate to serve event patrons . . . To alleviate the inconvenience suffered by both Music Center patrons forced to park elsewhere and County employees caught in matinee traffic, the more than 700 County employees now parking in this facility should be relocated to other Civic Center lots and that area be made available for public parking."

The Board, in adopting the parking proposal, added that County management should consider the need to provide security for women employees working at night who park on open lots.

Assistant CAO Ted Durkee told Board members the parking changes will be made gradually, in phases, and that affected employees will receive adequate notice of any relocations.

Durkee added that parking allocations are subject to future alterations. "This is not a final, permanent pattern of Civic Center parking," he said. "It is only a step forward."

Passè Addresses Cause Problems

THE AUDITOR-controller and personnel departments appealed this week to County employees to keep their departmental personnel office informed of their current home address.

"Every year the County sends out thousands of notices to employees or ex-employees concerning life insurance, health plans, workman's compensation, and W-2 income tax forms," Gunther Dumalski, employee benefits manager, said, "and every year the post office sends back hundreds of these notices as undeliverable at the address given."

Dumalski said some of the returned notices involved payment of County life insurance to the families of deceased employees.

Others sent to injured employees concern disability payments, notices of doctor appointments, and notices of job offers.

Some employees temporarily off the County payroll unwittingly let their health plan coverage lapse, Dumalski said, by forgetting their premiums no longer are being paid from paycheck deductions. He said his office mails notices to these employees to pay premiums by personal checks, but if the notice is not delivered and premium is not paid, the policy is cancelled.

County of Los Angeles

DIGEST

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Digest Meant for All

THE DIGEST editorial board this week reaffirmed its policy that the publication shall be available to all employees at their work places, although sometimes necessarily on a pass-it-around basis.

"We now print 46,500 copies of THE DIGEST for the 75,000 County employees. Thus, many offices must pass copies around among employees who work side by side," a board statement said. "We limit the press run for reasons of economy and to speed production of the paper so that employees will receive County news while it is fresh. Our basic purpose, however, is to have THE DIGEST available to every employee."

Any County office failing to receive copies of THE DIGEST should write a request to Room 526, Hall of Administration—giving the office mailing address, number of employees, and the name and telephone number of the person sending the request.