



DIGEST

Around and About

JAMES HAYES of Long Beach will occupy the Fourth District seat at next Tuesday's Board of Supervisors meeting, following Gov. Ronald Reagan's appointment (Aug. 29) of the assemblyman to replace the late Burton Chace. Hayes must run against Los Angeles councilman Marvin Braude next Nov. 7 for a full four-year term on the Board.

PAY INCREASES go into effect today (Sept. 1) for nearly 2,600 deputy probation officers and 238 blue-collar foremen and technicians. The Board of Supervisors approved the boosts (Aug. 24) averaging 4 percent for two units of DPOs and supervising DPOs. The Board also approved an agreement, subject to pay board acceptance, with the supervisory blue-collar unit providing a

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BOARD SUBMITS 5 AMENDMENTS

THE BOARD of Supervisors has voted to place on the Nov. 7 ballot five proposed amendments to the County charter affecting employee probation periods, layoffs, and demotions, and making examinations for department head and chief deputy jobs more open to outside competition.

Each amendment requires a majority vote to be adopted.

Proposition A would permit the civil service commission, after holding a public hearing, to extend the probationary period for certain jobs from six months up to a year. Sheriff Peter Pitchess has urged this change, saying his new deputies after six months have not completed their academy training and have not been observed on the job.

Proposition B would make clear the County's authority to lay off or demote employees for reasons of economy or lack of work. Absence of such charter language is blamed for the marathon hearings being held by the civil service commission for 1,296 social workers.

An allied measure, Proposition C, would specify that an employee's demotion or dismissal is effective on the date stated in his letter of notification; if he appeals and the civil service commission overturns his demotion or discharge, he would be reimbursed with full pay—the present County practice. However, recent court decisions have held that, under present charter wording, the discharge or reduction can not become effective until all hearings are completed—a process that with the 1,296 social

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Sex Labels Dropped from County Jobs

THE CIVIL service commission has removed the "Men Only" and "Women Only" labels from the 229 classes of County jobs that until now were restricted to one sex or the other.

The commission acted after receiving County counsel John Maharg's opinion that lifting the restrictions would help assure compliance with the U. S. Equal Employment Opportunity Act of 1972 and with recent decisions of the California supreme court and federal courts.

Maharg said these decisions invalidate laws or practices that bar women from certain jobs because of

physical demands, hazard, or lack of locker, lounge, and restroom facilities.

He said a provision of the state labor code that "No female employee shall be requested or permitted to lift any object weighing 50 pounds or over" has been held invalid by federal courts.

On the hazard issue, Maharg noted that the state supreme court, in overturning a law forbidding women bartenders, commented:

"Even if we assume that bartending is more dangerous than waiting on tables, there is no evidence that women

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Around and About

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6.5 percent rise, despite objections from V. C. Mathis, building trades council spokesman, that the unit should receive no increase until one is also given to the 1,400-member unit of crafts journeymen. That unit, which ordinarily receives pay adjustments on Sept. 1, is in dispute with County management concerning the agreement that has been reached. Fact-finder Lloyd Bailer will resume sessions with both sides Sept. 12.

EMPLOYEES WHO believe the state may be taking too big a bite from their paychecks in the form of state withholding tax, and who itemize deductions on their federal tax returns, may have some relief in sight. Auditor-controller Mark Bloodgood announced that beginning Oct. 1 an alternative method of computing state income tax will be available. Those who itemize deductions and wish to lower their tax deductions may obtain revised W-4 forms from their departmental payroll clerks along with instructions on how to file the revised form.

A SURVEY to identify American Indians among the County work force will begin Sept. 11, in accord with a federal FEPC requirement that they be identified as a separate ethnic group. Staffers of Indian ancestry may obtain survey forms from the personnel offices of their departments.

NEXT BLOODMOBILE: 10 a.m. to 2:30 p.m., Sept. 14, rooms 471 and 477, Hall of Administration. Donors may schedule appointments through their departmental bloodmobile coordinator or with the County coordinator, extension 64304.

BIGGEST DEPT. OPENS ITS DOORS

TODAY IS the birthday for the largest department in County history—the new department of health services, born of a merger of the erstwhile departments of hospitals, health, mental health, and County veterinarian.

Nearly one out of every three County employees will be on its payroll.

Liston Witherill, 47, who takes over today (Sept. 1) as head of the massive new agency, indicated he intends evolutionary change rather than any sudden, drastic shakeup.

“Not many employees will find their mode of operation changed at the outset,” he told THE DIGEST. “We are going to examine the programs in all four departments, see if there are some we should emphasize more, other where we should retrench. We expect to stretch the health care dollar by unifying services and eliminating duplication.”

Beginning today the department of hospitals becomes the Personal Health Services Division of the merged department; the health department is the Community Health Services Division; mental health becomes the Mental Health Services Division; and the veterinarian department is the Comparative Medical and Veterinary Public Health Services Division.

The head of each division will be a deputy director of the health services department.

“We intend to emphasize preventative, maintenance medicine so we can reduce the demand for costly hospital stays,” Witherill said. “I hope to build on the decentralized programs the health and mental health departments already have, reaching out through the clinics and using hospital backup only for those cases needing it.

“At public hearings in the San Fernando valley last year, the people made it clear what they want—a doctor accessible when they or their children are sick. They’re not interested in the mechanics of how it’s done or how fancy it is. We’ve got to address ourselves to that. We have tended too long to stay within our hospital walls, making our pro-



LISTON WITHERILL

—Sketch by Tom Cornellison

grams revolve around our own staff schedules rather than what the people’s needs are . . .

“No one mold will fit every area—east Los Angeles, Watts, the San Fernando valley. We’ll set up pilot projects in different areas to find solutions . . . In some places, not all, we can have 24-hour service. I’d like to see more evening clinics, which are easier for many people to get to.”

Witherill said he plans a major campaign to treat and rehabilitate alcohol and drug victims “better than the revolving-door type of treatment we have now.”

(BUILDINGS) “King is probably the last new acute hospital we will build, except for rebuilding Olive View. But our old hospitals like

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Retires after 46 Years

IRMA RUTHER retired last week, taking with her a Board of Supervisors’ resolution honoring her 46 years with the regional planning commission, all but 10 years of it as commission secretary.

Others retiring with more than 30 years County service include James Fryer, Jr., fire department; Burton Hooper, marshal; Henry Baum, municipal court; Isabelle Cumming, sheriff; Frances Foote, DPSS; Leora Morley, adoptions; and Lucille Young, Olive View hospital.

HEALTH SERVICES

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Long Beach, El Cerrito, John Wesley, and parts of the Medical Center and Harbor General will have to be modernized."

(LONG RANGE) "National health insurance is coming down the pike, maybe in three years, five years, seven years. We must get ourselves ready for that. We can't be locked in to just what we've done in the past. . .

"A lot of people are scared of change. I don't happen to be. I think we've got a chance to do something here that has never been done in a big metropolitan area. Similar efforts have fallen on their faces in Chicago, New York, Detroit for a variety of reasons—political makeup of the city, bureaucratic infighting, and of course in New York everything fails. Here I'm convinced we can make it come true."

WHEN LIST Witherill gets home from the Medical Center, his first act is to flip on the hi-fi set with one of his 5,000 jazz records. Occasionally he accompanies on the set of drums set up in the living room of his rambling Rustic Canyon home near Pacific Palisades. ("I used to have a musicians' union card but they stopped calling us, we got out of date, so I turned my card in.")

The house is big—and has to be. List and his wife Carolyn have ten children (six adopted) aged six months to 25 years. Eight of them still live at home.

On weekends List and his wife may play golf, ski, swim in their pool, or ride with the older children on their 125 cc. Yamaha motorcycles over dirt trails in Red Rock canyon and other open spaces.

It's a far cry from 1947 when 22-year-old List Witherill, son of a New York small town department store owner, arrived in Los Angeles with a pregnant wife, a Harvard degree in labor economics, and no job. Joining the 52-20 Club (\$20

Members of the Merger

HOSPITALS • WHAT IS now the County-USC Medical Center began in 1878 as the County Hospital and Poor Farm. Ten years later it became purely a hospital, and another County farm was established, later to evolve into Rancho Los Amigos hospital. A 20-story unit of "Big General" was finished in December 1933. By the late 1940s the County hospital system also included 1,200-bed Olive View tuberculosis sanitarium (opened 1920), Harbor General and Long Beach General (both former World War II army hospitals), and Acton Camp and Warm Springs Center for alcoholics and indigent men. Later acquisitions include John Wesley hospital (leased 1956, bought 1966), El Cerrito hospital (1960), Mira Loma hospital (1961), and King hospital (1972).

Employees today: 19,200

Budget for 1972-73: \$278 million

HEALTH • DR. J. L. POMEROY, the County's first fulltime health officer in 1915, had a budget of \$10,000 a year, a staff of a stenographer and a sanitation inspector. Today the department operates from its new headquarters building, 313 North Figueroa street, and 57 health centers and subcenters, which offer tuberculosis, venereal disease, dental, drug abuse and alcoholism clinics, well-baby clinics, and many other services.

Employees today: 2,400

Budget for 1972-73: \$35 million

MENTAL HEALTH • THE SIX-member staff of the department of mental health opened the doors of its tiny quarters on La Brea Avenue in April 1960. The department today operates 12 regional services in the county and administers 40 contracts with private agencies for preventing and treating mental illness.

Employees today: 540

Budget for 1972-73: \$48 million for local programs plus \$25 million for care of Los Angeles county residents in state hospitals.

VETERINARIAN • THE LEGISLATURE decided in 1872 that every county should have a "livestock inspector" to help control animal diseases. In 1965 the title "livestock inspector" was changed to "County veterinarian", reflecting a switch from purely agricultural duties to more concern with the 273 diseases common to man and animals.

Employees today: 23

Budget for 1972-73: \$406,500.

a week unemployment compensation for up to 52 weeks), he pounded pavements until getting a \$125-a-month spot as a County CAO administrative analyst. Six years later he became assistant administrator at Harbor General hospital,

then CAO budget division chief (1955), assistant administrator at "Big General" hospital (1956), administrator (1965), chief deputy director of hospitals (1966), and director of hospitals last February after William Barr retired.

SEX LABELS

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bartenders are more likely than male bartenders to suffer injury at the hands of customers. The desire to protect women from the general hazards inherent in many occupations cannot be valid ground for excluding them from those occupations. . . Women must be permitted to take their chances along with men when they are otherwise qualified and capable of meeting the requirements of their employment. . . Such tender and chivalrous concern for the well-being of the female half of the adult population cannot be translated into legal restrictions on employment opportunities for women."

Maharg quoted from federal guidelines on discrimination:

"Some states require that separate restrooms be provided for employees of each sex. An employer would be deemed to have engaged in an unlawful employment practice if it refuses to hire or otherwise adversely affects the employment opportunities of applicants or employees in order to avoid the provision of such restrooms for persons of that sex."

The County counsel concluded that lack of restroom and lounge facilities or the expense of providing them should not be used as an excuse for not employing women.

Among the 229 job classes being "desexed" are agricultural inspector, tree trimmer, corrections officer, telephone operator, matron, lifeguard, road laborer, truck driver, swamper, bricklayer, carpenter,

electrician, elevator mechanic, window washer, painter, plumber, millwright, sheet metal worker, and steam fitter.

Director of personnel Gordon Nesvig informed the commission that in a few jobs sex restrictions may have to be retained; for instance, the assignment of a deputy sheriff to search women inmates at Sybil Brand Institute.

Nesvig indicated it may be necessary later to change the titles of certain classes such as "fireman" "weed abatement leadman" "harbor patrolman" "kennelman" "welder foreman" "gunite nozzleman" "lineman" "power equipment repairman" and others denoting they are men-only jobs.

In an allied action, the Board of Supervisors (Aug. 22) amended the administrative code to include women as well as minority group persons in the County's affirmative action program.

Secretarial Course

A COURSE in secretarial techniques, open to County clerical employees who wish to brush up on secretarial skills, will be offered from 5:45 to 7:45 p.m. each Wednesday from Sept. 13 to next Jan. 31.

The Secretarial Career Development council, sponsor of the course, said registration will be limited to 25. Applicants may register and bring their \$9 tuition to the first meeting of the class in room 726-B, Hall of Administration.

Services Held for Supervisor Chace

FUNERAL SERVICES were held last Friday (Aug. 25) for Supervisor Burton Chace at the California Heights United Methodist church, Long Beach.

He had been fatally injured the preceding Monday morning when an out-of-control truck rammed through the divider fence on the Long Beach freeway and struck Mr. Chace's northbound County Cadillac. He was en route to a special meeting of the Supervisors.

Mr. Chace, born in Nebraska July 6, 1900, was graduated from the University of Nebraska and moved to Long Beach in 1923. There he and his father founded the Chace Lumber company.

His long public career began in 1933 with election to the Long Beach board of education. He was elected to the Long Beach city council in 1945 and served three terms as mayor. Upon the death of County Supervisor Raymond Darby in 1953, then Governor Earl Warren appointed Mr. Chace to the vacancy. He was elected and re-elected five times before announcing last October that he would retire at the end of 1972.

A proposal is in process to rename Marina del Rey "Chace Harbor in Marina Del Rey" in recognition of his key role in the huge project.

He is survived by his wife Polly and two daughters, Mrs. Paula Irwin and Mrs. Constance Townsend.

CHARTER AMENDMENTS

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workers has been going on for months with no immediate end in sight, at a cost to the County of approximately \$5,000 a day.

Proposition D would permit the County to use local private contractors for maintenance landscaping services on remote slopes and parkways.

Proposition E calls for open competitive civil service examinations for department heads and their top assistants, unless the civil service commission finds unusual circumstances present. Under existing charter language, outside competition for such positions is barred if three or more applicants within the County service meet the specifications for the job.

The Board of Supervisors declined (Aug. 24) to put on the ballot three other amendments—to remove department heads and chief deputies from civil service, to increase the civil service commission from three members to five, and to broaden County authority to contract with private hospitals.

County of Los Angeles

DIGEST

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