



DIGEST

Around and About

DIRECTOR OF personnel Gordon Nesvig expects to send his 1973-74 salary recommendations to the Board of Supervisors three weeks from today, on May 4.

THE THIRD and fourth experimental "store front" centers for County services have opened in El Monte (April 2) and in Compton (April 9). Representatives of DPSS, adoptions, probation, human relations, and other community-oriented departments man the store fronts seven days a week to help citizens who drop in. Similar experimental centers opened earlier in East Los Angeles and Pacoima.

FROM NOW on, probationary periods for all new department heads and for new Deputy Sheriff I's will be a year long instead of six months. The civil service commission made the change (Feb. 26) after the Board of Supervisors requested it for department heads, and sheriff Peter Pitchess asked it for his deputies.

UPCOMING HOLIDAYS: the three-hour break on Good Friday (April 20), and Memorial Day (Monday, May 28).

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EXPERIMENTAL 4-DAY WEEK OK'D

THE BOARD of Supervisors has authorized the department of beaches to adopt a four-day, 40-hour week as an experimental project.

The Board action of last Tuesday (April 10) permits the department's 100 lifeguards to work the four-day week during the daylight savings season (late April through late October), reverting to a five-day week during the winter.

The Board also authorized County management to negotiate for a four-day week for the department's 32 blue-collar and six office employees who are covered by work agreements with employee organizations. If the organizations agree, the change can be made.

The lifeguards do not have a negotiating representative organization.

If the office workers switch to a

four-day week, they might remain on it year around.

CAO Arthur Will recommended that the maintenance crews work the four-day week only during the non-daylight savings season. In summer, he said, the longer shift would seem impracticable because maintenance work can be done only early in the day before beach crowds arrive.

Two other County departments are experimenting with a modified work week. Since last December, about half the adoptions department's 350 staffers have chosen to work nine hours Monday through Friday and take every other Friday off.

Approximately 50 of the County's 2,000 deputy probation officers are voluntarily working four-day, 40-hour week, principally in the Firestone, South Central, and Rio Hondo offices.

Department Head Derby Coming Up

THE CIVIL service commission is going on a virtual exam-a-week schedule next month to select directors of five County departments.

The series of examinations, all open competitive, is tentatively set to begin April 30 with interviews of candidates for public administrator-guardian. An examination is planned a week later among applicants for air pollution control officer.

Examiners are expected to meet May 14 with candidates to succeed County counsel John Maharg, who suddenly retired in late March for medical reasons. He began his County career in 1948, was named County counsel in 1967.

Applicants to become the new di-

rector of parks and recreation will be interviewed May 21, under present plans.

No date has been announced for the examination for director of animal control.

Health services director Liston Witherill has appointed Dr. Ralph Sachs as deputy director of community health services, a post formerly held by retiring Dr. Gerald Heidebreder. Dr. Sachs, who was number two man in the Los Angeles City health department before it merged with the County department in the mid-1960s, joined the County last September as assistant to the medical director of ambulatory care.

Executives' Union Plan Criticized

DIRECTOR OF personnel Gordon Nesvig loosed strong criticism this week of an attempt to form a union to represent 112 high-level executives in the County engineer, flood control, road, regional planning, APCD, real estate management, and communications departments.

"This would create a ridiculous situation," Nesvig said. "These 112 are all management and confidential employees earning from \$19,500 to \$29,500 a year. They outrank many of the management representatives who now are speaking for County management in our bargaining sessions with the employee organizations."

Nesvig pointed out that a unionized executive would face "almost certain conflict of interest, if not schizophrenia" by having to act on some occasions as a spokesman for management and on other occa-

sions as a bargainer for his union.

Nesvig added:

"The concept of management bargaining with management is unknown in private industry. If we start forming unions of high-level County employees, there soon will be no County management except for a handful of department heads and the Board of Supervisors."

The petition to organize the administrators' unit was filed by the California Association of Professional Employees (CAPE). Employee relations commission chairman Ben Nathanson, sitting as a hearing officer, recommended (April 2) that such a unit would be appropriate under the County employee relations ordinance and existing state legislation. Nathanson's finding must be ratified by a majority of the three-member employee relations commission, which he heads. If ERCOM approves, it then would call a secret ballot election

among the 112 employees to decide whether they want a union.

Nesvig this week filed a challenge to Nathanson's recommendation with the commission.

The director of personnel also said legislation has been introduced in Sacramento to prohibit management and confidential employees from forming their own unions to bargain with public agencies like the County.

Doctors Organize Bargaining Unit

A NEWLY-formed unit of County hospital resident physicians and interns is expected to begin negotiations soon with County management on pay and working conditions.

The unit of some 1,200 doctors became a reality April 4 after the employee relations commission certified that a joint council of the Intern-Resident Alumni association of County Osteopathic hospital and the Harbor General intern and residents' association had won an election as the doctors' representative. The vote was 724 for the joint council, 37 against.

In another development, ERCOM approved a switch in representatives for a unit of 260 corrections officers. Los Angeles County Employees association Local 660, which had represented the corrections officers since 1969, did not oppose transferring the unit to the Professional Peace Officers association.

49 Veterans Turn In Last Time Card

THE CUSTOMARY springtime outflow of retiring employees continued this week as the board of retirement released the names of 49 longtime County workers who are departing.

Veteran of the group is John Brasier, Olive View hospital, with more than 41 years service.

Thirteen others have worked more than 35 years. They are Harvey Flammer, fire department; Vincent Bishop, parks; Robert Bowman, probation; Carmen Gasparro and Stacey Maust, hospitals; Dean Gilman and Dorothea Williams, health; Charles Henderson and Sydney Ota, County clerk; Naomi Phoebus, DPSS; Herbert Saunders, communications; Esther Smith, purchasing; and Allan McCurdy, district attorney.

Those with more than 30 years service include:

John Costello and Arnold Strasser, marshal; Frank Vega, sheriff; Frank Walton, flood; Anna Wasserman, data processing; Albert Harms, Robert Maddox, Robert McClain, Jr., all of the fire department; Everitt Ahlers, Theresa Hibsich, Lois O'Hanlon, Alan Ries, Severina Smith, and William Voshell, hospitals; Hartman Angst, Robert Holst, Elmo Moen, Merle Renwick, and J. Van Deventer, health; Harley Banks, communications; Harold Bowsher, assessor; E. S. Brigman, George Fairbanks, and George Werner, road; Marilee Goff, public administrator; Theron Goyer and James Keller, mechanical; Wanda Gray and Charles Kingsley, County clerk; Newell Groves, veterinarian; John Michaelian, DPSS; Alberta Myers, auditor-controller; Theodore Rodriguez, probation; Ted Sten, district attorney, and Raymond Strohmeyer, County engineer.

County of Los Angeles

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