



DIGEST

Around and About

PROMOTING WHAT it calls its "large, economy size car pool", the RTD has notified the County it will provide a modern, air-conditioned bus for commuting service to any group of 50 or more employees who want to board the bus at a common point near their homes and ride to the same destination, such as Civic Center. Cost per rider, about \$40 a month, or a bit less than \$2 a day, round trip. All seats reserved. Interested employees may write RTD's Subscription Service, 1050 South Broadway, LA 90015, or telephone 749-6977, extension 231.

SUPERVISOR JAMES Hayes returned from an assurance-gathering trip to Washington last week bearing promises from federal officials that the oil industry will be required to allocate

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J U N E 2 9

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Volume 6 Number 7

NEAR-\$3 BILLION BUDGET ADOPTED

THE BOARD of Supervisors in a marathon session last Tuesday (June 26), adopted a County budget containing for the first time a heavy infusion of federal revenue-sharing funds.

The 1973-74 spending program, which goes into effect Sunday (July 1), totals \$2.95 billion for the general fund and special funds and districts, a record high. The figure is \$315.8 million above this year's budget, but nearly all of the increase (\$306 million) results from changes in bookkeeping procedures whereby the funds are included in the budget even though they will be repaid from state and federal sources for health services and welfare.

CAO Arthur Will estimated that the new budget will drop the coming year's general fund property tax rate to \$3.93 per \$100 of assessed value, ten cents below the present rate. Will assumed a two percent rise in the total assessed value of taxable property in the County, but

should assessor Philip Watson announce a greater increase later this summer, the tax rate would drop even further.

For most County departments, the new budget indicates little change, up or down, from their present level of operations. There are significant increases, however, for health services (up \$27 million plus a \$106 million "bookkeeping" reimbursable item), the sheriff's department (up almost \$9 million), APCD and regional planning commission (each up \$1.1 million), road department (up \$17.3 million), employees' retirement (up \$10.9 million), utility costs (up \$2.6 million), and rent and lease payments on buildings (up \$3.8 million).

Appreciable decreases occur in the departments of data processing, urban affairs, adoptions, and library, and in care of juvenile court wards.

The Board appropriated \$127 million.
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Five More Units Settle, Get Higher Pay

PAY INCREASES will go into effect for five units of County custodians, nurses, professional social workers, and accountants under memoranda of understanding approved by the Board of Supervisors last Tuesday (June 27).

Director of personnel Gordon Nesvig also announced that two units of peace officers, composed of 5,400 sworn personnel in the sheriff's department, have ratified 1973-74 agreements and these will be submitted to the Board of Super-

visors next Tuesday (July 3).

Higher pay for peace officers also will mean increases for three other groups whose salaries are historically related to the deputy sheriffs. These groups include harbor patrolmen, beach lifeguards, and district attorney investigators.

County management has reached agreements, subject to the members' ratification, with two units—the hospital interns and resident physicians, and automotive and equip-

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Who Can Read a Paycheck Stub?

WHETHER MR. Gallup or Louis Harris would find the same thing we don't know—but a "quickie" Digest poll in Civic Center showed that only about one in five County employees can accurately read and explain his monthly paycheck stub.

(To be perfectly candid, we interviewed 20 staffers, in jobs ranging from steno-secs to \$25,000 a year executives. Only four of them correctly interpreted what the tiny-type headings and the rows of numbers meant.)

Here, then, is an explanation from auditor-controller Mark Bloodgood of how to read the stub attached to every employee's check on the tenth of each month. The numbers in parentheses are keyed to the numbers superimposed on the hypothetical paystub shown at the bottom of the page:

(1) "empl. no."—this is short for employee number. Everyone who works for the County has one.

(2) "dept."—each County department also has a number.

(3) "issue date"—the date that the check is delivered to the employee, the tenth of the month, unless that date falls on a weekend or holiday, in which case checks are

distributed on the last working day before the tenth. Employees, of course, receive another warrant, a stubless paycheck technically known as an "earned salary advance" on the 25th of each month.

(4) "accr. date"—an abbreviation for accrual date, meaning the month during which the employee earned the money he is being paid.

(5) "reg. earn."—stands for regular earnings, the total amount of the employee's monthly pay before deductions are made.

(6) "other earn."—means other earnings. If the employee is receiving a bonus or paid overtime, it will appear here. However, if he has worked overtime for which he will get compensatory time off later, it is not shown here.

(7) "fed. tax"—this amount has been deducted for federal income tax.

(8) "state tax"—amount deducted for state income tax.

(9) "f.i.c.a."—an abbreviation for Federal Insurance Contributions Act; in other words, social security. The deduction this calendar year, 1973, is 5.85 percent of the em-

ployee's gross salary up to \$10,800. No social security deductions beyond that point.

(10) "aid"—stands for Associated In-Group Donors through which many County employees contribute to charity. The amount shown is the employee's monthly contribution via payroll deduction.

(11) "r"—the number shown is the employee's retirement category. Most workers are in category 1. Safety employees are in category 3. Other groups include employees with more than 30 years service (category 2), safety employees with 30 years or more (4), and judges (7).

(12) "retire."—this is the amount being deducted for retirement allowance. It varies depending on the age at which the worker entered County service, how long he has worked for the County, and his (her) sex.

(13) "misc. deds."—miscellaneous deductions, the total of the several deductions itemized on the line below.

(14) "net pay"—the employee's take-home pay after all deductions.

(15) "misc. ded. codes and amounts"—a breakdown of miscellaneous deductions mentioned in (13) above. The letter "E" is the auditor-controller's code for earned

(Continued on page 3)

COUNTY OF LOS ANGELES

STATEMENT OF EARNINGS AND DEDUCTIONS

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)										
empl. no.	dept.	issue date	accr. date	reg. earn.	other earn.	fed. tax	state tax	f.i.c.a.	aid	retire.	misc. deds.	net pay											
22242	050	608735	73	94000		13664	1470	5499	2351	5869	42423	24840											
miscellaneous deduction codes and amounts																							
E 24800 2215000 1920 4318 35015 230 282000 40992 441016497																							
misc. ded. codes and amounts																							
yld earn. fed yld tax state yld tax yld f.i.c.a.																							
MISCELLANEOUS DEDUCTION CODES																							
RETIREMENT CODES 1-C.E. RETIREMENT 2-C.E. 30 YR. EMPLOYEE 3-SAFETY RETIRE. 4-SAFETY 30 YR. EMPL. 7-JUDGES RETIRE. 8-STATE TEACH. RETIRE. 9-STATE RETIRE.				08-BLUE CROSS #1 (LOW) 09-BLUE CROSS #2 (HIGH) 10-KAISER 11-LIFE INS. OPT. A 12-LIFE INS. OPT. B 13-LIFE INS. OPT. C 14-LIFE INS. OPT. D 15-LIFE INS. OPT. E 16-LIFE INS. OPT. F 17-AD & D OPT. G 18-AD & D OPT. H 19-ROSS1005				20-COURTS & RECORDS C.U. 21-LA. CO. EMPL. C.U. 22-FISCAL EMPL. C.U. 23-LA. CO. F. & A. C.U. 24-RANCHO C.U. 25-LA. CO. ENG. C.U. 26-CIVIC CENTER C.U. 27-GEN. HOSP. C.U. 28-PUBLIC SERV. C.U. 29-HARBOR HOSP. C.U. 30-OLIVE VIEW EMPL. C.U. 31-KING FED. C.U. 32-LONG BEACH GEN. C.U.				33-JOHN WESLEY C.U. 34-FLOOD CONTROL C.U. 35-P.P.O. ASSN. 36-ACACIA CLUB 37-INTERN & RES. ASSOC. 38-FIREMANS ASSOC. 40-ESA 42-MAINTENANCE 43-LACEA 44-CPS-BLUE SHIELD 45-SHERIFFS RELIEF 46-TRAV. INS.				47-BONDS 48-AFL-CIO LOCAL 434 49-AFL-CIO COUNCIL 49 50-G.I. INS. 51-AFL-CIO B & CT COUNCIL 52-C.E. ADD'L RETIRE. 53-SAFETY ADD'L RETIRE. 54-COLL. DIV. 55-RENT 56-AFL-CIO LOCAL 1014 57-BAYLY, MARTIN & FAY 58-FIRE RELIEF 59-JUDGES ADD'L RETIRE. 60-AMER. LEGION 309				61-AMER. LEGION 810 62-BLUE CROSS 63-CALIF. NURSES ASSN. 64-BACKFICA 65-CALIF. ASSN. 66-FIRE BENEFIT 67-STATE ADD'L RETIRE A1-SUP. CT. JUDGES LIFE INS. A2-CROWN LIFE INS. A3-SOUTHERN & WESTERN INS. A4-CONSTITUTION INS. A6-N.A.S.W. C.U. A8-I.U.O.E. LOCAL 501 A9-CPCCA			

NOT NEGOTIABLE

CHECK STUBS

(Continued from page 2)

salary advance. On the check used here for illustration, the employee received \$248 in her May 23 check as pay for the first half of May. Now, in this June 8 check for work in the latter half of May, the \$248 is shown as a deduction from her monthly pay of \$940.

The next space shows a code 22 deduction of \$150 for Fiscal Employees Federal Credit Union, then a code 19 deduction of \$20.43 for Ross-Loos health plan, followed by a code 18 deduction of \$3.50 for accidental death and dismemberment insurance, and a code 15 deduction of \$2.30 for an Option E life insurance policy.

(16) "ytd earn." — year-to-date earnings. It shows gross pay, not take-home pay.

(17) "fed ytd tax"—the total of federal income tax withheld during the year to date.

(18) "state ytd tax"—total state income tax deducted this year.

(19) "ytd f.i.c.a."—total deducted so far this year for social security tax.

(20) "RETIREMENT CODES and "MISCELLANEOUS DEDUCTION CODES"—these columns list the code numbers for all the miscellaneous deductions that may be shown on the line above. By checking the code number the employee can determine what the deduction was for.

The pattern of deductions and codes is constantly changing, Bloodgood said. For instance, when compared with the County paycheck stub illustrated in an April 1969 DIGEST, the present paycheck includes codes and deductions for 20 new insurance plans, the Ross-Loos health plan, two new credit unions, and three more employee unions. One deduction code has disappeared—that for employees' parking, which ended after the Board of Supervisors voted to provide free parking.

Bloodgood said when newly printed warrants go into use next year they will include deduction codes for Additional State Tax

Thomas Roberts Is Named to ERCOM

THE BOARD of Supervisors appointed attorney Thomas T. Roberts to the County employee relations commission last Tuesday (June 26), replacing Reginald Alleyne, Jr., who had been serving on an interim basis since his term expired last October.

Roberts, 49, a labor arbitrator since 1959, has sat as mediator and factfinder on many cases involving the County and employee organizations in recent years.

Roberts, a resident of Rolling Hills, was graduated from Loyola University and worked in the Douglas Aircraft industrial relations department from 1951 to 1957.

BUDGET

(Continued from page 1)

lion in revenue sharing funds for a wide variety of projects and programs. Among them are two new regional parks at Baldwin Hills (\$4 million) and El Cariso (\$3.6 million) plus land acquisition or improvements at a half-dozen smaller parks; acquiring beach property at Abalone Cove and Nicholas Canyon (\$3.3 million); new probation offices at Crenshaw and Rio Hondo; three new fire stations; Civic Center Mall, phase III (\$7 million); Museum of Natural History expansion (\$3.8 million); Antelope Valley courts building (\$404,000); Harbor General Hospital cafeteria improvements (\$560,000); South Coast Botanic Gardens administrative building (\$1.2 million); and West Hollywood sheriff's station (\$3.7 million).

(code 39), Additional Federal Tax (41), Association of Psychiatric Social Workers (B1), Professional Supervising Social Workers (B2), Hospital-Only insurance plan (B3), LACEA dental plan (B4), local union 601 (B5), and code V for advance vacation pay. Bloodgood said the new warrants will have the letter E, as illustrated, to indicate the earned salary advance instead of the present code 40.

Around and About

(Continued from page 1)

enough gasoline, fuel oil, and heating oil to local governments to meet their needs. Hayes said the promise came from assistant secretary of interior Stephen Wakefield and federal oil-gas director Duke Ligon.

THE BOARD of Supervisors is urging the state legislature to pass a bill permitting the use of federal revenue-sharing funds for the County library system. At present the library district's only money source is its separate property tax, and that has been frozen at its present rate (23.4 cents per \$100 valuation) by Senate Bill 90 enacted last year. There has been talk the libraries may have to shorten their hours and otherwise cut services unless they can scrape up more funds.

CAO ARTHUR Will has two new awards to hang on the wall—the Fletcher Bowron Award from his alma mater, USC, as the outstanding urban administrator of the year, and the Will Baughman Award from the L. A. Chapter of the American Society of Public Administrators "for significant contribution to the development, growth, and strength of the chapter."

STARTING NEXT week, Montgomery County, Maryland, will have no more secretaries. All 250 of them will be rechristened "administrative aides." County executive James Gleason explained that he has long felt that secretaries have been stereotyped as persons who do nothing more than type, take dictation, file papers, and fetch coffee. So, as of next Monday, the title "secretary" is banned, the girls will receive higher pay and, Gleason indicated, they will be encouraged to move upward and onward to more demanding duties.

Open Space Offices Urged

A FIVE-MAN task force has recommended that County departments make greater use of "open space" offices in the interest of efficiency and economy.

The open space system, which eliminates most fixed partitions and cubbyhole offices and substitutes desks spaced among five- or six-foot-high portable dividers with sound-absorbing carpet on the floors, has been installed in a half dozen County office remodelings during the past two years.

This system, the task force reported to the Board of Supervisors, leads to "better utilization of space and easier, more economical changing to suit altered needs."

Task force members included Joseph Lederman, Citizens Economy and Efficiency commission; Robert Ninnis, Pacific Telephone company; real estate director Victor Adorian; and CAO executives Harry Hufford and William Leone.

The group noted that office space appears to be utilized more efficiently in buildings occupied by a single department (for instance, DPSS, probation, public library, and superior court) than in buildings that house many departments, such as the Hall of Administration and Hall of Records.

The task force suggested that stronger central controls be established over space in the multi-department buildings.

Up the Environment

THE BOARD of Supervisors let an \$11,500 contract last Tuesday (June 26) for planting 37 more shade trees along Civic Center streets.

The ten-foot-high jacaranda, floss silk, Indian laurel fig, and yew pine trees will be placed in flower beds, raised planters, or in sidewalk holes along Temple, Grand, First street, and in front of the Engineering building on Second street.

PAY AGREEMENTS

(Continued from page 1)

ment maintenancemen. If ratified, the agreements will go to the Board for approval.

The agreements approved last Tuesday cover 2,900 custodians, 2,370 registered nurses, 970 supervising RN's, 500 professional social workers, and 150 professional accountants.

Negotiations for the accountants' unit had been delayed while Los Angeles County Employees association and California Association of Professional Employees contended in April and May for the right to represent the unit. An April election was indecisive. In the runoff voting, tallied May 17, LACEA edged CAPE 61 votes to 58.

The Board's action last Tuesday brings to 34 the number of units having effective agreements for 1973-74. Six others remain at loggerheads with County management on salaries and other issues. These units, either in mediation or fact-finding, include superior court clerks, pharmacists, fire fighters, and deputy probation officers.

Meanwhile, negotiations have begun with seven units of craftsmen, engineers, and appraisers, whose salary changes originate on Sept. 1.

Jobs Reclassified

In submitting the nurses' memorandum to the Board, director of personnel Gordon Nesvig informed the Supervisors that his department has completed a massive review of the jobs held by 9,700 County nurses, hospital attendants, and other patient-care classes. Nesvig said the study resulted in retaining 18 present classes, eliminating 45 others, and creating 93 new classes.

Nesvig said this completes the second phase of a long-term project to study the classification of all County positions. The first phase, completed in July 1971, covered 3,200 jobs among County engineers, architects, and related physical science classes.

Nesvig said the third phase of the reclassification survey, as tentatively planned now, will review several thousand County jobs in law enforcement departments.

Thelma Mahoney Leaves Commission

MRS. THELMA Mahoney, president of the civil service commission and only woman member in the commission's history, has resigned, effective Sunday (July 1).

Mrs. Mahoney said in her letter of resignation that she and her husband, Joseph F. Mahoney, are moving to northern California "and it will no longer be possible for me to serve on the commission."

Mrs. Mahoney was appointed to the commission in 1961 and would have completed her second six-year term next December. She had served three previous one-year terms as commission president.

Mrs. Mahoney spent nearly a quarter-century in the Los Angeles labor movement before retiring in 1968. She served as president of Office and Professional Workers Local 30, as secretary to Central Labor Council executive secretary W. J. Bassett, and as coordinator of the county federation's Committee on Political Education (COPE).

The Board of Supervisors will appoint her successor.

Departing

RETIRING FROM the County with more than 30 years service are Philip Wuthrich and Virginia Lombardo of hospitals; Richard Bentley, health; Orin Dean, engineer department; and Marie Newman (40 years service) and Fred Ostendorf of probation.

County of Los Angeles

DIGEST

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