



DIGEST

Around and About

COUNTY TOP brass (135 department heads and chief deputies) will hold their 18th annual fall management conference Nov. 8-10 at the Balboa Bay club. Guest speakers include Supervisors chairman Pete Schabarum, CAO Art Will, fire chief Richard Houts, and management consultant Michael McCaffrey.

APCD CHIEF analyst Walter Hamming and Supervisor Hayes' assistant chief deputy Marian Kendrick are test driving the first two experimental anti-smog cars GM has provided the County. Three more test cars will arrive soon. The Chevy sedans have catalytic mufflers and other advanced systems for controlling fumes

THE COUNTY art museum is about to solve its problem of the ponds—by getting rid of them. Since the museum opened a decade ago, the pools at the entrance have looked pretty, but at times they bubbled up "rotten egg" gases from the La Brea tar pits below, and at other times they leaked water into underground storage vaults where millions of dollars in art works are stored. The Board of Supervisors has hired architects to design a \$335,000 sculpture garden to replace the pools.

LIFE INSURANCE RATES GO UP

A HIGHER-than-expected payout on policies during the past four years has led to an increase in life insurance rates for the nearly 16,000 County employees who carry optional policies in the County insurance program.

The increase is effective Dec. 1 and will be reflected in deductions from the Nov. 9 paycheck.

Rates for accidental death and dismemberment coverage, carried by 11,600 employees, remain unchanged for employee-only policies and drop slightly for employee-and-family coverage.

The new rates are part of a new five-year contract between the County and Pacific Mutual Life Insurance company, which succeeds Fireman's Fund and Hartford—the carriers that signed the first five-year contract when the County began its present life insurance program in 1968.

The Board of Supervisors approved the new contract Oct. 23.

Director of personnel Gordon Nesvig told the Board that Fireman's Fund has been losing money four of the past five years on both kinds of coverage it provides—the \$2,000 County-paid policy on each permanent, fulltime employee, and the optional policies which an employee may buy, with a face value of half his annual salary, once his salary, or twice his salary.

Nesvig said that among the 70,873 staffers covered by \$2,000 County-paid insurance, 195 died in 1972. Among the 15,745 enrolled in optional insurance, 105 died last year.

The new contract will mean pre-

mium increases for optional life policies averaging 15 to 20 percent. For a young employee on a modest salary, the boost will be only pennies a month. For a worker in his sixties earning \$20,000 a year and carrying maximum coverage of twice his salary or \$40,000, the increase will be \$8.60 a month.

Nesvig said that while the optional life insurance program lost money, the accidental death and dismemberment policies yielded an excess of premium income over payouts. As a result, the AD&D rate will remain at 5 cents per \$1,000 coverage for an employee only, and will drop from 7 to 6 cents per \$1,000 for covering the employee plus his dependents.

The cost of adding dependents to an optional life policy will rise from 50 cents a month to 74 cents, but coverage, now \$1,000 per dependent, will increase to \$1,500 per dependent—a change enabled by state law.

Nesvig said the auditor-controller's office will adjust payroll deductions to fit the new premiums. No paperwork will be required of employees now purchasing optional insurance.

The department of personnel prepared the following examples of how the insurance rate changes will affect certain classes of employees:

— An intermediate typist clerk, age 26, earning \$685 a month, insured for \$9,000, will pay a premium of 99 cents a month instead of 86 cents.

— A custodian, age 23, earning \$540 a month, insured for \$14,000,

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will pay \$1.54 a month instead of \$1.25.

— An appraiser II, age 53, salary \$1,414 a month, insured for \$34,000 plus \$1,500 for each dependent and carrying \$200,000 AD&D coverage for himself and his dependents, will pay \$31.44 a month instead of \$30.34.

— A deputy probation officer II, age 43, earning \$1,286 a month, insured for \$32,000 plus \$1,500 on each dependent and carrying a \$150,000 AD&D policy on himself and each dependent, will pay \$17.10 a month instead of \$17.28.

Nesvig said the County invited 94 major insurance companies to bid for the new five-year contract. Ten companies submitted bids, of which Pacific Mutual's was the lowest for the total insurance program.

Heads Health Council

GOVERNOR REAGAN has appointed Yoshi Honkawa, health services deputy director of finance, as the first chairman of the new California Health Council.

The 21-member commission will advise the director of the state department of health, a super-agency recently formed by merging the state departments of public health, mental hygiene, social welfare, and health care services.

Premiums--the Old, the New

THIS TABLE shows monthly premium rates County employees have been paying since 1968 for optional life insurance and the rates they will pay under a new five-year contract approved by the Board of Supervisors. The righthand column, as an illustration, gives the new premium cost per month for an employee earning \$819 a month and carrying a \$10,000 policy, equal to his annual salary.

Age bracket	RATE PER \$1,000		\$10,000 policy per month
	Present rate per month	New rate per month	
Under age 20	8.5 cents	10 cents	\$1.
20 through 24	8.9 cents	11 cents	\$1.10
25 through 29	9.6 cents	11 cents	\$1.10
30 through 34	10.4 cents	12 cents	\$1.20
35 through 39	13.3 cents	16 cents	\$1.60
40 through 44	19.6 cents	23 cents	\$2.30
45 through 49	30 cents	36 cents	\$3.60
50 through 54	46.6 cents	55 cents	\$5.50
55 through 59	72.9 cents	87 cents	\$8.70
60 through 64	\$1.095	\$1.31	\$13.10

Crafts', Firemen's Pay Is Settled

HIGHER SALARIES for 1,700 crafts workers and 1,800 fire fighters were adopted last Tuesday (Oct. 30) by the Board of Supervisors.

Both groups were the last major holdouts among the 51 County employee representation units for 1973-74 pay agreements. (A unit of 112 pharmacists remains at impasse with County management in its negotiations.)

The fire fighters' agreement includes a \$35 a month "skill bonus" for 190 men who took special training and are assigned to paramedic duty.

The Board also approved salary increases for 68 fire chiefs to maintain their pay relationship with the lower ranks.

The memorandum of understanding with the 1,500-member Building Trades and Skilled Crafts- men unit also brought an automatic

increase for another unit of 185 supervisory blue collar employees (mostly foremen). Another group of 35 apprentices and master mechanics, who belong to no representation unit, received comparable increases.

The crafts agreement grants a nominal one percent pay rise to six categories—plasterers, roofers, glaziers, pipe trades, sheet metal, and asbestos workers—with the understanding that if the construction industry stabilization committee approves higher rates that have been negotiated with private industry, County management will ask the Board of Supervisors to approve further increases for the six categories.

The crafts agreement also provides a five cents an hour increase in the shift differential and replacement of employee tools damaged while doing County work.

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