



# DIGEST

## Around and About

EVEN WITH elevators and escalators running fulltime again, the four major Civic Center buildings—Hall of Administration, Hall of Records, Criminal Courts, and Courthouse—are using one-third less electricity than a year ago.

REGIONAL PLANNING, by order of the Board of Supervisors, will become a "department" May 30, which means the new director (to replace retired O. K. Christenson) will be appointed by and will report to the Board, not the regional planning commission. The commission, however, will retain its other planning and zoning powers. The civil service examination for a new director is set for June 7.

MANAGEMENT CONSULTANT Michael McCaffrey and Thomas Miller of the San Francisco CAO office will be headliners at the management subcouncil's annual conference June 20-22 at Goleta. Conference theme: "A Time for Reappraisal."

SUPERVISOR ERNEST Debs, chairman of the County AID program, has issued his "heartfelt compliments" to County employees for pledging \$1.4 million to the charity drive, \$50,000 more than last year.

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## NEW SALARIES SENT TO BOARD

DIRECTOR OF personnel Gordon Nesvig submitted salary increases starting July 1 for more than 58,000 County employees in recommendations to the Board of Supervisors last Friday (May 17). Hearings on Nesvig's recommendations begin at 2 p.m. today (May 21).

Most of the increases are included in memoranda of understanding negotiated by County management with 35 employee units' representatives and ratified by their members. These agreements, covering 53,700 workers, provide wage boosts averaging 7.4 percent, plus fringe benefits.

Nesvig also recommended increases averaging 7.5 percent for 4,900 employees who are not represented by bargaining units.

The director of personnel made no pay change recommendations for eight units still tied up in negotiations. These units, totaling nearly 9,000 employees, include peace officers, registered nurses, corrections officers, attorneys, and public defender investigators.

Nesvig told the Board: "We do not anticipate that agreements will be reached with these units in time for consideration in the July 1 salary ordinance."

Nesvig said officials of the eight units have been given a choice of continuing to negotiate under the employee relations ordinance, or to terminate negotiations and appear before the Board, if they wish, at this week's salary hearings.

Nesvig also included no recommendations for eight units, numbering 5,500 employees, whose salary

years begins Sept. 1. He said negotiations have begun, or soon will, with these units of engineers, technicians, appraisers, and building trades craftsmen. Their pay adjustments will be submitted to the Board by July 31, or earlier as agreements are reached.

Nesvig also recommended to the Board a package of improved employee benefits, agreed upon with a joint council of employee union representatives. The package includes:

—A \$5 increase in the County HEALTH PLAN subsidy to a maximum of \$31 a month. Nesvig said the increase will more than cover an expected boost in health plan premiums next Sept. 1, when the County's contracts with its health plan carriers (Kaiser, Blue Cross, Blue Shield, Ross-Loos) must be renewed. Both the increased subsidy and any rise in premiums will be reflected in the Aug. 9 paycheck deductions.

—A DENTAL PLAN for permanent, fulltime employees. Details for a system of prepaid dental care insurance will be worked out in coming months, the plan to go into effect next year on July 1, 1975.

—SICK LEAVE. If a fulltime, permanent employee uses none of his sick leave during the year, he may choose to "sell" one day of his sick leave back to the County for cash.

The amount of sick leave a long-time employee may accumulate is increased from 180 days to 240

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## Investments Found to Be 'Prudent'

CAO ARTHUR Will has reported a study by his office shows the \$1.2 billion in the County retirement fund has been invested "in a prudent manner."

Will informed the Board of Supervisors that the Board of Investments, which handles retirement funds, has placed slightly over half its money in corporate bonds—\$640 million worth drawing an average annual yield of 5.4 percent in 1972 (the last year for which complete figures are available).

Another \$225 million is in stocks yielding an average of 4 percent.

An equal amount has been invested in construction of County buildings leased to the Board of Supervisors. The County payments on the leases yielded 5.8 percent interest to the retirement fund in 1972.

Slightly less than a tenth of the retirement funds, \$116 million, is invested in trust deeds and mortgages. Their 1972 yield was 6.6 percent.

The Board of Investment includes the County treasurer-tax collector, three members appointed by the Board of Supervisors, and three elected by the County employees.

## Departing Employees

THE RETIREMENT board has announced the retirement of the following longtime County employees:

With more than 35 years service—Ann Baker, of the treasurer-tax collector department; Robert Brock, County Clerk; Charles Ellis, parks; and Reginald Yorba, Jr., flood control.

With more than 30 years service—Duane Bolton and James Muznik, fire department; Nora Wolf, Eva Stimpson, and Anna Mae Williams, health services; Walter Thigpen, parks; Marvin Scriptor, probation; Thelma Wallace, DPSS; Herbert Hawkins, road; and Ernest Ashford, Clifford Erven, and Russell Gardner, sheriff's department.

## PRESSURES ON TAX RATE GROW

A PROPOSED 1974-75 County budget, showing the effects of inflation, awaits action by the Board of Supervisors. Public hearings will open June 6.

CAO Arthur Will's proposed budget calls for spending, overall, at approximately the same level as this year\*

Several factors, however, are bringing pressure on the County general fund, with the result that, under the proposed budget, the County property tax rate would rise an estimated 83 cents to \$4.70 per \$100 assessed value—the limit per-

\* The CAO's 1974-75 budget proposes a total for the County general, special, and district funds of \$2.76 billion, compared with \$2.95 billion this year. The difference, however, is largely explained by a \$200 million item placed in this year's budget for use in case the federal government failed to take over relief programs for the aged, blind, and disabled. The U. S. did take over the programs as scheduled last Jan. 1, and the \$200 million was never used.

## Med Center to Make Phone Switch June 1

ALL TELEPHONES at County-USC Medical Center will have new numbers beginning June 1, when the facility switches to a direct-dial Centrex phone system.

The new numbers will be listed in a fresh County telephone directory to be distributed next month.

Civic Center employees calling the medical center will dial 181 for a tie line, then the last four digits of the new Centrex number.

Others making calls from the outside to the medical center will dial 226 plus four digits.

Employees at the medical center will use the following codes for outgoing calls:

To reach a Civic Center number, 181 plus the last five digits of the number.

To reach DPSS, 183 plus the last four digits.

To reach John Wesley hospital, 186 plus the last three digits.

To reach Martin Luther King hospital, 184 plus the last four digits.

To reach purchasing and stores, 187 plus the last three digits.

mitted under state law (Senate Bill 90). In addition, the County would have to use \$43.6 million in federal revenue-sharing funds to balance the proposed budget.

Principal factors affecting the tax rate increase are:

**A SMALLER SURPLUS.** The County had a \$125.6 million surplus at the end of 1973-74. This permitted cutting the 1974-75 tax rate. However, this year the surplus will be only \$35.6 million, a drop of \$90 million, which will have a 47-cent impact on the tax rate.

**INFLATION.** The County will have to pay an additional \$17 to \$18 million next year for medical supplies, food, gasoline, paper and other materials. Salary increases, higher welfare costs, and other expenses are budgeted for an added \$62 million.

**LOST REVENUE.** The County expects to receive \$17 million less from the state for Medi-Cal and child support, and from contract cities, whose payments for County services have been limited by a recent state law (Assembly Bill 2059).

**JUVENILE CRIME.** A stepped-up drive against juvenile crime will mean an extra \$8.3 million for court, probation, and juvenile detention costs.

Members of the Board of Supervisors have indicated they intend to cut the proposed budget before adopting it in late June.

## Bond Buying Rises

SUPERVISOR PETE Schabarum, honorary chairman of the County savings bond drive, reports the number of County employees enrolled in the payroll deduction, bond-a-month plan has increased by 70 percent.

Schabarum said the upsurge may have been speeded by federal action increasing, as of Dec. 1, the bonds' yield to 6 percent for bonds held to maturity. The E bonds mature in five years.

Any employee wishing to buy bonds via payroll deduction can make arrangements through his departmental payroll office.

## Minority Workers Increase in County

MINORITIES MAKE up a larger proportion of the County work force than they did five years ago, director of personnel Gordon Nesvig has reported to the Board of Supervisors.

Greatest gain was made by the Mexican-Americans, who composed only 4.7 percent of the County staff in December 1968, but by June 1973 made up 9.3 percent of County employees.

In the same period, blacks increased from 25.4 percent to 27.9 percent of all employees, and Asians from 2.6 percent to 3.7 percent.

Meanwhile, whites dwindled from 66.5 percent of the work force in December 1968 to 57.7 percent last June.

The figures appeared in Nesvig's progress report to the Board on the County's affirmative action program.

THE BOARD of Supervisors passed a resolution (April 23) reaffirming a longtime County policy to encourage hiring handicapped persons whenever the handicap will not interfere with performing the job. The Board instructed director of personnel Gordon Nesvig to pass the word to all County department heads.

## NESVIG

*(Continued from page 1)*

days. However, the maximum he may accumulate for payoff when he retires remains at 90 days.

—BEREAVEMENT LEAVE of up to three days is extended to the deaths of a mother-in-law or father-in-law, in addition to the present provision for deaths of a parent, child, brother, sister, step-parent or step-child.

—SEVERANCE PAY, in case of layoff, is increased from a maximum of \$65 a week to \$90 a week. A fulltime permanent employee becomes eligible for severance pay after six months County service.

## Some Recommended Salaries

THE LIST below shows the most populous classes of County employees and their 1974-75 salaries as contained in 35 memoranda of understanding ratified by the members and recommended to the Board of Supervisors last Friday by director of personnel Gordon Nesvig. Figures have been rounded to the next lowest dollar; that is, a salary of \$520.83 a month is listed as \$520. The salary year for these classes begins July 1.

Intermediate Typist Clerk, \$600 to \$735.	Child Support Investigator, \$791 to \$984.
Typist Clerk, \$514 to \$625.	Social Services Supervisor, \$1,104 to \$1,376.
Intermediate Stenographer, \$672 to \$791.	Eligibility Supervisor, \$865 to \$1,077.
Clerk, \$470 to \$583.	Psychiatric Social Worker II, \$1,277 to \$1,426.
Transcriber Typist, \$643 to \$745.	Medical Case Worker II, \$904 to \$1,126.
Supervising Clerk, \$670 to \$833.	Eligibility Supervisor, \$865 to \$1,077.
Account Clerk II, \$649 to \$807.	Custodian Foreman, \$715 to \$889.
Accountant II, \$1014 to \$1264.	Custodian \$590 to \$719.
Stenographic Secretary, \$667 to \$829.	Road Maintenance Man, \$755 to \$940.
Senior Clerk, \$670 to \$833.	Grounds Maintenance Man, \$677 to \$842.
Superior Court Clerk, \$1142 to \$1424.	Security Guard I, \$758 to \$946.
Intermediate Stenographic Secretary, \$785 to \$977.	Road Laborer, \$677 to \$842.
Intermediate Supervising Clerk, \$745 to \$928.	Central Services Technician, \$580 to \$719.
Nursing Attendant II, \$580 to \$719.	Parking Lot Attendant, \$584 to \$724.
Licensed Vocational Nurse I, \$719 to \$846.	Heavy Truck Driver, \$889 to \$992.
Inhalation Therapist, \$785 to \$977.	Power Equipment Operator, \$1,236 to \$1,458.
Laboratory Assistant I, \$641 to \$786.	Deputy Probation Officer II, \$1,107 to \$1,380.
X-ray Technican I, \$852 to \$1,004.	Supervising DPO, \$1,372 to \$1,707.
Pharmacist, flat \$1,645.	Fireman, \$993 to \$1,381.
Head Cook, \$819 to \$1,020.	Administrative Assistant II, \$1,107 to \$1,380.
Intermediate Food Service Worker, \$549 to \$673.	Accounting Technician II, \$858 to \$1,069.
Sanitarian, \$1,066 to \$1,258.	Telephone Operator, \$572 to \$694.
Patient Financial Services Worker II, \$811 to \$1,009.	Keypunch Operator, \$598 to \$744.
Laundry Worker, \$500 to \$610.	Computer Equipment Operator, \$735 to \$911.
Eligibility Worker II, \$758 to \$940.	EDP Programmer Analyst I, \$1,194 to \$1,408.
Social Worker III, \$989 to \$1,233.	Librarian, \$1,001 to \$1,115.
Services Community Worker I, \$708 to \$880.	Agricultural Inspector III, \$1,185 to \$1,476.
Children's Services Worker II, \$1,053 to \$1,312.	

# Subscription Buses Offered

THE RAPID Transit district and a private bus company have offered to furnish subscription bus service, morning and evening, to Civic Center commuters, provided each bus has at least 35 riders.

RTD will charge \$45 a month for Monday-through-Friday service on nine routes from San Fernando valley, Pasadena, Hacienda Heights, La Mirada, Cerritos, San Pedro, Westchester, and Santa Monica. Buses will arrive in Civic Center at 7:10 a.m. and 7:40 a.m. After-work pickups will be at 4:20 and 4:50 p.m.

Associated Charter Bus company of Van Nuys will offer three routes from San Fernando valley and one from Santa Monica. Morning buses will reach Civic Center at 7:45 or 7:50 a.m. Homeward pickups will be made from 4:30 to 4:45 p.m. Cost is \$12.50 a week for five days service, \$10 a week for four days.

Interested County employees may write, via County mail, to the Subscription Bus Coordinator, Chief Administrative Office, Room 726, Hall of Administration.

RTD has proposed the following routes:

No. 531 — WOODLAND HILLS, RESEDA, VAN NUYS. Leaves Victory and Fallbrook at 6:08 and 6:38 a.m. Stops on Victory at Tampa and at Balboa.

No. 532 — NORTHRIDGE, GRANADA HILLS, PACOIMA, NORTH HOLLYWOOD. Leaves Devonshire and Mason at 6:05 and 6:35 a.m. Stops on Devonshire at Balboa and at Sepulveda, and at Arleta and Van Nuys, and at Victory and Laurel Canyon.

No. 533 — ALTADENA, PASADENA. Leaves Fair Oaks and Altadena at 6:32 and 7:02 a.m. Stops at Fair Oaks and Orange Grove.

No. 534 — HACIENDA HEIGHTS, LA PUENTE. Leaves Colima and Batson at 6:21 and 6:51 a.m. Stops at Colima and Stimson, and at Halliburton and Hacienda.

No. 535 — LA MIRADA, SANTA FE SPRINGS, NORWALK. Leaves

Ocala and La Mirada at 6:21 and 6:51 a.m. Stops on Rosecrans at Valley View and at Shoemaker, and at Firestone and Studebaker.

No. 536 — CERRITOS, ARTESIA. Leaves South and Carmenita at 6:22 and 6:52 a.m. Stops at South and Norwalk, and at 33rd and Gridley.

No. 537 — SAN PEDRO, HARBOR CITY, WILMINGTON. Leaves 25th street and Western at 6:10 and 6:40 a.m. Stops on Western at Park Western and Palos Verdes Drive North, and at Pacific Coast highway and Vermont, and at Lomita and Main.

No. 538 — WESTCHESTER, WEST LOS ANGELES. Leaves Manchester and La Tijera at 6:25 and 6:55 a.m. Stops on Centinela at Culver and at Venice boulevards, and at Bundy and Ocean Park.

No. 539 — SANTA MONICA, WEST LOS ANGELES. Leaves Main and Rose at 6:25 and 6:55 a.m. Stops at Main and Ocean Park, Ocean and Pico, Ocean and Santa Monica, and on Santa Monica at Lincoln, 20th Street, Bundy, and Sawtelle.

Associated Charter will provide the following subscription service:

ROUTE 1—Leaves Warner Ranch, Woodland Hills, at 6:30 a.m. Stops in Canoga Park, Northridge, Reseda, and Van Nuys.

ROUTE 2—Leaves Paxton Park, Pacoima, at 6:30 a.m. Stops in Mission Hills, Granada Hills, Sepulveda, and Sherman Oaks.

ROUTE 3—Leaves Sun Valley park at 6:40 a.m. Stops in North Hollywood and Studio City.

ROUTE 4—Leaves Douglas park, Santa Monica, at 6:45 a.m. Stops at Wilshire and Sepulveda, and at Pico and Motor avenue.

THE APRIL 4 spread in THE DIGEST listing buses serving Civic Center omitted Line 93—LOS ANGELES, VAN NUYS, PACOIMA. Outbound, it travels north on Hill street to Temple, Grand, Hollywood freeway to Western, Santa Monica boulevard, Highland, Ca-

## Sheriff's Brass Rejects Union

AN ATTEMPT to create a labor union of sheriff's captains and inspectors failed (May 1) when a vote count showed 59 of the proposed members opposed to the new unit and only 13 in favor. Two officers did not return their mail ballots.

The employee relations commission (ERCOM) conducted the election after receiving a petition from the Professional Peace Officers association.

Captains presently draw a top salary of \$25,008 a year, inspectors \$29,484.

California Nurses association is protesting results of another ERCOM election, held after LACEA Local 660 petitioned to replace CNA as the bargaining representative for 3,200 County registered nurses.

Count of the mail ballots (April 25) showed, among non-supervisory RNs, 895 votes for Local 660, 642 for CNA, and 76 for neither. The unit of supervisory nurses favored Local 660 by 209 to 161, with 21 voting for neither.

ERCOM is considering the CNA protests.

huenga, Vineland, Lankershim, Chandler, Van Nuys boulevard, Chase, Woodman, Van Nuys again to Pacoima and Lakeview Terrace; freeway flyer goes via Hollywood and Ventura freeways to Van Nuys; the Sepulveda Veterans Hospital bus turns west on Plummer street to the hospital.

### County of Los Angeles

## DIGEST

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