



# DIGEST

## *Around and About*

ARTHUR WILL handed his resignation as chief administrative officer to the Board of Supervisors last Tuesday (Aug. 6) to be effective Sept. 2. Will, who had been CAO since Dec. 12, 1970, will become CAO of Contra Costa County, which lies east of Oakland near San Francisco bay. Board chairman Kenneth Hahn told Will, "You have served the people of the county well. You have been a dedicated public servant." In his response Will said, "I am leaving one of the best governmental organizations in the country." Hahn said a nationwide search will be made to choose Will's successor.

ALL COUNTY employees with their Sept. 10 paychecks will receive a booklet explaining how they may arrange deductions of \$3.75 to \$18.75 a month to buy U. S. savings bonds. Supervisor Kenneth Hahn, chairman of the 1974 countywide bond drive, said the Series E bonds pay 6 percent interest if held to their five-year maturity.

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## PAYCHECKS GET ANNUAL FACELIFT

FOR THE world at large, today is just another Friday—Aug. 9.

But for most County employees, it is that day of annual historical significance when certain numbers on their paychecks change—some up, some down.

- Going up: salaries for the majority whose salary year begins July 1. (And with higher salaries, higher deductions for income taxes, social security, AID, and, in many cases, optional life insurance premiums.)

- Going down: deductions for health insurance, with drops for each subscriber ranging from 99 cents to \$4.39 a month (see June 28 DIGEST for details).

- Going up: deductions for the County retirement system, an increase of \$3 to \$4 a month for most employees.

The rise, which had been scheduled to take place almost three years ago, will finance the annual cost-

of-living increases in retirees' allowances. The boost is approximately 5 percent of the amount each employee has been contributing up to now.

The increase had been scheduled to go into effect Sept. 1, 1971, but was halted by President Nixon's sudden Phase I wage-price freeze in mid-August 1971.

A consulting firm of actuaries had advised in 1971 that the increase was necessary because of a greater drain on retirement funds after the ceiling for annual cost-of-living additions to retirees' allowances was raised in 1968 from 2 percent a year to 3 percent.

County counsel John Larson recently advised the retirement board that the federal freeze no longer is in effect. The retirement board accordingly recommended (June 6) that the increase be revived, and

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## Seven Agreements End Salary Impasses

AGREEMENTS PROVIDING higher pay starting Sept. 1 for more than 3,500 County engineers and technicians are scheduled to go to the Board of Supervisors Aug. 20 for approval.

The agreements, or memoranda of understanding, were negotiated by County management and the California Association of Professional Employees, which represented the four engineering units.

A unit of 522 auto and equipment repairmen also will receive salary

boosts Sept. 1 under a memorandum adopted by the Board (July 30). The increase will mean higher salaries, too, for 53 foremen and blue-collar supervisors whose pay is tied to that of the repairmen.

Pay increases went into effect last week (Aug. 1) for 4,264 peace officers, 143 lifeguards and harbor patrolmen, and 51 public defender investigators. The new salaries, adopted by the Board (July 30), run until next July 1.

## Charter Changes Go to Voters

THE VOTERS will decide next Nov. 5 on three proposed amendments to the County charter—whether department heads and their chief deputies shall be removed from civil service, whether the director of personnel shall be appointed by the Board of Supervisors instead of the civil service commission, and whether the Board shall be permitted to hire private contractors to perform County functions “where more economical and feasible.”

The Board (July 30) approved placing the amendments on the November ballot.

Under the amendment tentatively labeled Proposition C, department heads after next Jan. 1 would be appointed and removed by majority vote of the Board. (Chief deputies would continue to be named by department heads but would not have civil service tenure.)

If a department head or chief deputy was dismissed, he would be eligible for transfer to an available position in civil service, provided he had not been discharged for serious malfeasance or moral dereliction in office.

Present department heads and chief deputies would remain under civil service until Jan. 1, 1978.

The Board took no action last Tuesday (Aug. 6) to place two other proposed charter amendments on the ballot. These would have (1) created a strong County executive, to be appointed by the Board or elected by the voters; (2) combined the civil service commission and the employee relations commission into a five-member “labor relations commission.”

## Longtimers Leave

THE RETIREMENT board has approved the following applications:

More than 35 years County service—Catherine Greening, public library, and Marion Pardieck, flood control.

30 to 35 years service—James Hamilton, John Stafford, and Ralph Glavin of the sheriff's department; Edward Kulper, municipal court; William Redondo and Lilyan Townsend, health services; Sadie Susman, DPSS; and John Warne, engineer.

## PAYCHECKS

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the Board of Supervisors (June 25) approved the increased contribution.

Effect of the increase is that for every dollar an employee has been contributing for retirement he hereafter will contribute approximately \$1.05.

For example:

An employee, Gus, who entered County service at age 33 and earns \$1,000 a month, has had about 7 percent, or \$70, deducted as his “base” retirement contribution. In addition, 9.75 percent of that \$70, or \$6.83, also was deducted to finance annual cost-of-living increases, making a total retirement deduction of \$76.83 a month.

Under the June 25 Board action, the 9.75 percent cost-of-living “extra” is boosted, starting with today's check, to 14.75 percent of the base contribution. So now Gus' monthly deduction is \$70 plus 14.75 percent of \$70, or a new total of \$80.33—a rise of \$3.50 a month.

The added employee contributions will total about \$1.6 million a year—an amount matched by an increased County contribution.

## Service Buy-in Ends

FUTURE COUNTY employees will not be able to “buy in” their military or other federal government service time as a credit toward County retirement.

The Board of Supervisors (July 2) approved a retirement board recommendation that the buy-in system, which began Nov. 21, 1972, be terminated for any employees hired after July 1, 1974.

Retirement board chairman Brad Nuremberg characterized the buy-in device as “a costly benefit, once used as a recruiting device, that is no longer needed.”

Nuremberg said that even though an employee has not yet filed an application for federal service credit, he is entitled to do so if he was a member of the retirement system between Nov. 21, 1972, and July 1, 1974.

More than 11,000 employees have filed for federal service credit since November 1972.

## Unions Reject 15% Mileage Increase

NEGOTIATIONS ON increasing mileage rates for County permittee drivers remained stuck on dead center this week after a joint council of six unions rejected a County offer to raise the rates 2 cents a mile, or about 15 percent.

(Permittees are employees who drive their own cars on County business.)

The County offer included removing the \$10-a-month maximum now given all permittees.

Management spokesmen pointed out that their offer would mean less money to the 1,400-1,500 permittees who now do not drive their cars at all on County business but still draw the \$10 minimum, and less to the 4,100-4,200 who drive fewer than 70 miles a month. But the proposed rate would bring more money to the 13,000 (70 percent of all permittees) who drive greater distances each month, ranging from an increase of \$2 for the 100-miles-a-month driver up to \$20 more a month for the permittee logging 1,000 miles monthly.

## Paramedics Reclassed

MORE THAN 1,800 County paramedical workers will get new job titles Sept. 1 as part of the long-range classification study of all County positions.

Director of personnel Gordon Nesvig said the remaining 2,100 paramedical jobs are still under study, and findings will be reported to the civil service commission and the Board of Supervisors.

County of Los Angeles

## DIGEST

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