



DIGEST

Around and About

MECHANICAL DIRECTOR Robert Sudduth will retire March 24, ending 29 years of County service. He began as a refrigeration mechanic in 1946. Also departing is chief deputy director of personnel Robert Leonetti, who came on board the same year, 1946, as a personnel aide.

AFTER TWO years consideration, the Board of Supervisors has junked the plan for a huge "human services agency" merging DPSS, probation, and four smaller departments. The plan met opposition from probation officers, eligibility workers, and others.

SUPERVISOR PETE Schabarum moved (Feb. 11) that County employees be polled on withdrawing from the federal social security system. The motion lost 4 votes to 1 after several union officials voiced strong objections.

THE ANNUAL Good Friday prayer breakfast for County employees will be held in the Courthouse cafeteria March 28 (6:30-7:50 a.m.). To get \$2 tickets, telephone 974-6101 or go to room 203, Courthouse.

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Dental Plan to Begin June 25

A COUNTY-paid dental plan covering up to \$1,000 of expenses a year for each of its 70,000 fulltime, permanent employees will go into effect next June 25.

The Board of Supervisors approved the plan last Tuesday (March 4) and designated Blue Cross of Southern California as carrier of the dental plan.

The plan, first of its kind for the County, developed out of negotiations last May with a joint council of certified employee organizations. The County agreed to establish the plan, administer it, and pay the premium of not more than \$7 a month per employee. Employees will contribute nothing to the plan.

Director of personnel Gordon Nesvig informed the Board this week that his department invited bids from 19 health and life insurance carriers on the County dental plan. Thirteen replied, but only four of them offered plans within the negotiated \$7-a-month premium. Nesvig said the Blue Cross proposal provided the greatest flexibility and stability.

The plan provides, in brief, that the employee must pay each year for the first \$25 of dental work (except for teeth cleaning). After the \$25 deductible is met, the plan will pay 85 percent of the cost of most subsequent dental care. The employee has free choice of dentist.

The plan has these features:

TEETH CLEANING. The plan will pay 85 percent of the cost for two teeth-cleanings a year. The \$25 deductible requirement does not apply to this service.

"We like this feature," Nesvig

said, "because it provides an incentive for employees to visit their dentist regularly. It also assures all employees, even those with good teeth, of benefits from the dental plan."

FILLINGS, ETC. After the first \$25, the plan pays 85 percent of the charges.

FALSE TEETH. The plan will pay 50 percent of the cost of constructing or repairing false teeth. The plan will not pay, however, for replacing lost or stolen dentures or existing dentures that can be repaired.

OTHER EXCLUSIONS. The plan will not pay for orthodontia or cosmetic dentistry, for correcting congenital malformations, or for services covered under public programs including workers' compensation.

ANNUAL MAXIMUM. The plan will pay benefits up to \$1,000 a year for each employee. Nesvig said most group plans have a maximum of \$750 a year or less.

WORK OVER \$100. If an employee requires dental care costing more than \$100, the dentist must inform Blue Cross in advance and obtain its authorization for the service.

"This rule is a common feature of group dental plans to prevent fee gouging and unpleasant surprises," Nesvig said. "It also lets the patient know in advance how much his share of extensive work charges will be."

DENTIST FEES. The plan permits a dentist to charge "usual, customary, and reasonable" fees—that is, fees usually charged his other

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DENTAL PLAN

(Continued from page 1)

private patients, and customary for dentists of similar training and experience in his community.

PRE-EXISTING CONDITIONS. The plan covers care of dental needs existing at the time an employee joins the plan.

DEPENDENTS. The plan covers only the permanent, fulltime employee himself, not his family.

Nesvig gave the following example of an employee using the new dental plan:

Some time after next June 25, John Jones visits his dentist and finds he needs \$70 worth of work. When the job is done, John will pay his dentist the first deductible \$25. He also will pay the dentist 15 percent of the remaining balance of \$45, or \$6.75. The dentist will send a claim for the remaining \$38.25 due to the Blue Cross, which will approve the claim and send the dentist the \$38.25.

The \$25 deductible applies only once a year. So, if John a few months later returns for another \$50 of dental care, he will pay the dentist 15 percent of the bill, or \$7.50, and the dentist will submit a claim for the other \$42.50 to Blue Cross.

Details on how employees will enroll in the dental plan will appear in a later DIGEST.

Blood Bank at Age 15

COUNTY EMPLOYEES have donated more than 66,500 pints of blood to the County-Red Cross blood bank since the program began 15 years ago.

A report from County blood bank coordinator Richard Alexander shows that during the same period County employees and their families have used some 32,300 pints from the bank. At an estimated value of \$25 per pint, the withdrawals would have cost \$808,000, Alexander said.

Donations and withdrawals may be arranged through the blood bank coordinator in each County department.

Next Civic Center Bloodmobile will be next Tuesday (March 11) at the Hall of Administration, rooms B-85 G and H.

Best Starts Work As D-P Director

AEROSPACE EXECUTIVE Robert Best took over as director of the County data processing department last Monday, occupying new offices the department moved into two weeks ago at 9150 East Imperial highway, Downey.

Best, 43 and married, was director of the Martin-Marietta Corporation's aerospace group data centers in Denver until the Board of Supervisors appointed him (Feb. 11). James Holler had been acting D-P director since Tom Kidwell resigned the position last September.

Best started with Martin-Marietta in 1954 as an industrial engineer, and was associated with the Titan missile program in the late 1950s and 1960s.

Retirements Increase

THE SPRING crop of County retirements was flourishing again this week as the retirement board announced the departure of 190 employees. Forty of them have more than 30 years service.

Priscilla Ann Davis of DPSS is credited with 42 years service, Raymond Swenson of road with 41.

With 35 to 40 years service—Robert Barrett, road; Robert Hinz, auditor-controller; Joseph Hollombe, superior court; Madeline O'Connor, DPSS; Sydney Rogers, Jr., and Max Enfield, County clerk; Norma Ocon, health services; and Wayne Wisehart, probation.

With 30 to 35 years service—Wilbahn Eisen, Harold Turner, George Edson, Michael Humphreys, Robert Miller, and Ralph Williams of the sheriff's department; Robert Baker and David Perumean, parks; Howard Brey, mechanical; Laura Harris and Coretha Jackson, DPSS; William Kroman, John McCready, Clara Smalley, Leroy Gill, Richard Peterson, and Frances Willard, health services; Frank Van Horn, superior court; Van Dusen Hestrup, Hiram Swallow, and Roy Swank, fire department; Virginia Ossen, library; Edward Proctor, ACPD; John Perez, communications; Jess Bumgarner, marshal; James Bene-

The In-Basket

To THE DIGEST:

While I do not intend to retire for another year or two, I want to make some plans. As a retired County employee, will I have any health and life insurance coverage?

W. G.

THE COUNTY retirement board has four health plans—Occidental Life, Ross-Loos, Blue Cross, and Kaiser Permanente—open to any retiree and his family. However, the employee must be enrolled in the County's Blue Cross or Kaiser Permanente plan before retirement to continue in it as a retiree. The retirement board pays part of the premium, ranging from 40 percent for retirees with ten years County service up to 100 percent for those with 25 or more years service.

Benefits have been designed to meet the health needs of older persons.

More information on the subject appears on page 7 of the retirement association's current report, which was distributed last summer.

The retirement board offers no life insurance system. There is a \$750 burial allowance. In addition, the survivors of retirees in many cases are eligible for survivor benefits. (See page 6 of the annual report.)

fiel, purchasing; Tom Budig, assessor; William Dillon and Savannah Hicks, flood control; and Albert Meissen, road.

County of Los Angeles

DIGEST

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