



# DIGEST

## Around and About

THE COUNTY is advertising that it might be interested in buying office buildings within three miles of Civic Center as possible quarters for the County engineer, APCD, registrar-recorder, parks, facilities, personnel, and other departments now housed at scattered locations or in old, substandard buildings. Facilities Director Stephen Koonce advised the Board of Supervisors that, with the present depressed market for downtown office space, the County might save both money and time by purchasing existing structures instead of erecting new ones. He added that by purchasing buildings the County also could cut its heavy costs for leased space. Koonce is looking for earthquake-resistant buildings of at least 100,000 to 200,000 square feet, or larger.

CIVIL SERVICE bulletins have gone out asking applications for the job of assistant CAO, the post vacated by Harry Hufford when he was promoted to CAO (Jan. 9). The exam-

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## Salary Agreements Go to Board

DIRECTOR OF personnel Gordon Nesvig has submitted 1975-76 salary recommendations to the Board of Supervisors that include average salary increases of 7 percent for nearly 65,000 County employees plus significant fringe benefits in retirement and health insurance costs.

If approved by the Board, the pay increases and most benefits will go into effect July 1.

The bulk of the pay-benefit package is contained in 36 memoranda of understanding (agreements) which the County negotiated with 36 bargaining units representing 59,000 employees. The agreements have been ratified by members of the 36 units.

Nesvig recommended similar salary increases for 5,640 administrative, professional, and other employees who belong to no representation unit.

The retirement benefit will apply to all general and safety members of the retirement system, the health insurance benefit to all employees enrolled in one of the five County-sponsored health plans or the plans sponsored by the fire fighters and CAPE.

Nesvig said the County has reached informal agreement with units representing the deputy sheriffs, attorneys, and corrections officers, and he expects these agreements to go to the Board to consider in time for July 1 salary increases. Negotiations remain at impasse, however, with units of public defender investigators and criminalists.

Units that have ratified agree-

ments and are recommended for July 1 increases include:

- 21,000 clerical employees in two units.
- 13,500 hospital workers, doctors, nurses, and dentists (11 units)
- 8,500 social workers and investigators (eight units)
- 4,000 blue-collar employees (two units)
- 3,100 deputy probation officers (two units)
- 3,000 building custodians

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## Dental Plan Set

PLANS HAVE been completed to begin June 25 the County-paid dental insurance coverage for its 70,000 fulltime, permanent employees.

Each eligible employee who is on the payroll June 15 will be automatically enrolled in the plan. He will receive at his work location some time before June 25 an envelope containing a dental plan identification card, a certificate, and a brochure explaining details of the plan.

The ID cards, issued by Blue Cross, the dental plan insurance carrier, will identify the employee as eligible for benefits.

Blue Cross also will send to the approximately 10,000 licensed dentists in the greater Los Angeles area a four-page booklet describing the County dental plan and how the dentist submits claims to Blue Cross for dental work done.

The County plan permits free choice of dentists.

Briefly, the plan provides that

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# Around and About

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ination is open, nationwide. Filings close May 30; the interview exam will take place in late June.

OFFICIALS OF the County Employees association, Local 660, who previously opposed and helped kill a proposal that the County conduct a poll among all employees about withdrawing from the federal social security system, now are doing the same thing themselves—polling their members on withdrawing from the social security system.

A RECENT report shows employees who drive on County business are having fewer accidents—a total of 1,408 during the year ending last July, compared with 1,572 crackups the year before (the rate of accidents per million miles dropped from 23.7 to 21.3). The County automotive safety committee credited the improvement to the lower speed limit and the County's accident prevention program.

BLOODMOBILE WILL be coming to the sheriff's department, 1060 North Eastern avenue, Monday, June 2, and to the Hall of Administration on Tuesday and Wednesday, June 17 and 18.

Blood donors may make appointments through their department's blood bank coordinators or through the County coordinator at 974-2506.

SUPERIOR JUDGE Joseph Sprankle, who retired (May 8) after 26 years on the bench, is now a fulltime employee of his son Roger's Hydrothermal Power company. The firm promotes patents on new power systems for generating electricity from geothermal hot water.

## PAY AGREEMENTS

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- 2,300 administrative and technical employees (two units)
- 2,000 fire fighters (two units)
- plus smaller units of superior Court clerks, accountants, operating engineers, security guards, librarians, and cultural and scientific employees.

### September Group

Nesvig also submitted to the Board last Tuesday (May 20) a ratified agreement with the unit of 500 automotive and equipment repairmen, whose salary year begins Sept. 1.

The director of personnel said negotiations are under way or soon will be with seven other units with Sept. 1 adjustment dates. These units include engineers, appraisers, and building crafts.

### Retirement

Nesvig recommended two changes liberalizing the County retirement system:

(1) That the County pay nearly one-half of each employee's monthly contribution to the retirement system. For example, a worker who now has \$100 a month deducted from his paycheck for retirement would have only \$55 deducted; an employee whose present retirement deduction is \$150 a month would pay only \$82. (Figures are approximate. See footnote.\*)

The change would start with the August 8 paycheck.

The amount of retirement benefits would not be affected.

(2) That the Board implement assembly bill 2985, a permissive bill which the legislature passed last year, providing a three-year acceleration in the percent-of-final-compensation table used in comput-

\* Of a typical employee's retirement deduction, approximately 90 percent goes into his "annuity" contribution and 10 percent into his "cost of living" contribution. The County would pay half his present annuity contribution, but not half his cost-of-living contribution. These contribution rates may change somewhat when a nearly completed actuarial study goes into effect July 1.

ing retirement allowances for general members of the retirement system.

Implementing AB 2985 would have no effect on the years of service requirement, and the minimum retirement age would remain at 50.

### Health Plans

Nesvig asked the Board of Supervisors to approve two increases in the maximum County contribution to health insurance premiums—an immediate increase in July of \$4 a month from the present \$31 maximum to a \$35 maximum, and a much larger increase in June 1976.

The agreement signed by County management and the employees' joint council specifies that the June 1976 maximum will be equal to whatever the Blue Cross family rate is at that time. The family rate (for an employee and two or more dependents) presently is \$51.83 a month, but that figure is expected to rise when the County contract with Blue Cross, as well as the four other County-sponsored health plans, is renewed effective Sept. 1.

The Kaiser health plan already has informed the County that its rates will increase approximately \$6 a month for an employee insuring himself and one dependent, and \$8 a month for an employee with two or more covered dependents. New rates for the other four plans—Blue Cross, Blue Shield, Ross-Loos, and the hospital-only plan—have not yet been determined.

The new rates, as well as the County's \$4 increase in contribution, will be reflected in Aug. 8 paychecks.

Nesvig said the County's contribution will continue to pay the entire health plan premium for employee-only subscribers during 1975-76, just as it does at present.

### Scale-down at Wesley

INSTEAD OF rebuilding aged John Wesley hospital, the Board of Supervisors has decided to erect a \$10 million comprehensive health center for outpatients at the South Hope street site. The switch in plans will save an estimated \$51 million in building costs.

# Some Recommended Salaries

THE LIST below shows some of the most populous classes of County employees and their 1975-76 salaries as contained in 36 memoranda of understanding ratified by unit members and recommended to the Board of Supervisors 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.

Position	Recommended Salary Range for 1975-76 <sup>1975</sup>	Position	Recommended Salary Range for 1975-76
Clerk	\$502 to \$624 (470-553)	Social Services Supervisor	\$1,182 to \$1,472
Supervising Clerk Intermediate	\$716 to \$891 (670-833)	Psychiatric Social Worker II	\$1,366 to \$1,525
Supervising Clerk	\$797 to \$992 (745-928)	Medical Case Worker II	\$968 to \$1,206
Senior Clerk	\$716 to \$891 (670-833)	Custodian Supervisor	\$764 to \$951
Typist Clerk	\$538 to \$668 (514-625)	Custodian	\$618 to \$768
Intermediate Typist Clerk	\$631 to \$785 (600-735)	Road Maintenance Worker	\$807 to \$1,004
Intermediate Stenographer	\$718 to \$846 (672-791)	Road Laborer	\$724 to \$900
Transcriber Typist	\$677 to \$797 (643-745)	Grounds Maintenance Worker I	\$724 to \$900
Stenographic Secretary Intermediate	\$713 to \$886 (667-837)	Security Guard I	\$813 to \$1,012
Stenographic Secretary	\$839 to \$1,045 (785-977)	Central Services Technician	\$618 to \$768
Account Clerk II	\$694 to \$862 (649-807)	Parking Lot Attendant	\$631 to \$785
Superior Court Clerk	\$1,224 to \$1,525 (1142-1424)	Heavy Truck Driver	\$951 to \$1,061
Laundry Worker	\$523 to \$650	Power Equipment Operator	\$1,322 to \$1,559
Nursing Attendant II	\$618 to \$768	Deputy Probation Officer II	\$1,185 to \$1,476
Licensed Vocational Nurse I	\$768 to \$904	Supervising DPO	\$1,465 to \$1,825
Head Cook	\$875 to \$1,090	Accountant II Administrative	\$1,085 to \$1,353
Intermediate Food Service Worker	\$579 to \$720	Accountant II	\$1,185 to \$1,476
Laboratory Assistant I	\$675 to \$839	Accounting Technician I	\$823 to \$1,025
Pharmacist	\$1,645 flat	Telephone Operator	\$597 to \$742
Sanitarian	\$1,090 to \$1,359	Key punch Operator	\$647 to \$805
Patient Financial Services Worker II	\$867 to \$1,079	Computer Equipment Operator	\$783 to \$975
Eligibility Worker II	\$809 to \$1,007	EDP Programmer Analyst I	\$1,277 to \$1,506
Eligibility Supervisor	\$928 to \$1,155	Librarian	\$1,069 to \$1,194
Social Worker III	\$1,058 to \$1,319	Agricultural Inspector II	\$1,135 to \$1,415
Children's Services Worker II	\$1,126 to \$1,404		
Child Support Worker II	\$809 to \$1,007		

# Minorities Continue to Gain

A REPORT this week shows sharp increases among Mexican-Americans and Asian-Americans in the County work force, a lesser increase of Black employees, and a continuing decline in the percentage of County employees who are white.

The department of personnel report to the Board of Supervisors gave the following percentages of ethnic groups on the County payroll:

	Dec. 1968	Sept. 1970	Oct. 1974
White	66.5%	64.3%	55.5%
Black	25.4%	25.1%	28.5%
Mexican-American	4.7%	6.0%	10.4%
Asian-American	2.6%	2.8%	4.1%

For these groups, the 1970 U.S. census showed that Whites made up 67.1 percent of the total L. A. county population, Blacks 10.1 percent, Mexican-Americans 18.3 percent, and Asian-Americans 3.4 percent.

"These figures indicate that Blacks and Asian-Americans have more than attained parity in the

## DENTAL PLAN

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after the employee meets an annual \$25 deductible cost, the plan will pay 85 percent of the expense of most subsequent dental care (50 percent of cost for making or repairing false teeth). The plan will pay 85 percent of the cost of two teeth-cleanings a year without regard to the \$25 deductible provision.

The plan, which does not extend to members of workers' families, excludes payment for orthodontia or cosmetic dentistry, or for replacing lost dentures.

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

Maximum pay-out from the plan is \$1,000 a year for each employee.

County work force, compared with the total area population, and Mexican-Americans have made great strides in the past five years toward parity," director of personnel Gordon Nesvig said.

Women make up a much larger part of the County work force (47.7 percent) than they do in the federal and most other state and local governments (34.7 percent), but women in the County continue to occupy more low-paid jobs than men.

The study showed that about one-third of the County jobs paying less than \$10,000 a year are held by men, the other two-thirds by women.

In positions paying \$10,000 to \$13,000 the male-female division is about even. The 13,000 to \$16,000 bracket is occupied two-thirds by men, and above that the imbalance increases with men holding 91 percent of the County jobs paying over \$25,000.

Nesvig recommended to the Board a "comprehensive affirmative action plan" to achieve parity for all ethnic groups and women by 1980. The plan would focus on 112 "target job classes" including positions in accounting, personnel, clerical work, data processing, fire fighting, building trades, health services, and many others.

The Board also will consider a revision in the administrative code to provide that the CAO, director of personnel, and each department head shall be directly accountable to the Board for implementing affirmative action programs.

## Retirements Approved

THE BOARD of retirement has approved applications from five employees who leave with more than 30 years County service. They are Eddie Barber, health services; Ellen Neilan, municipal court; Fred Savage and George Sowards, sheriff; and Johnny Pegorare, agricultural commissioner.

## Print Shop Merger

THE 18 small print shops that have sprouted within Civic Center county departments over the years will be merged into one large print shop in the Hall of Records later this year.

The Board of Supervisors (May 13) approved CAO Harry Hufford's plan to consolidate the small shops, which serve 33 departments in the downtown area. Their 37 offset and 23 mimeograph duplicating machines turn out 135 million pieces of printing a year.

Hufford said the merger will not affect present Xerox facilities in the departments, nor the Central Duplicating operations in the purchasing and stores department.

Hufford said about half the 76 fulltime employees in the 18 small shops will be shifted to the new printing center, which will run two shifts a day. The remaining print shop employees will be assigned to other County vacancies.

The CAO estimated the merger will save \$315,000 annually in costs of labor, printing equipment, and building space.

To prepare the Hall of Records site for the new printing center will take approximately four months and \$112,000.

Service from the new center will be phased in over several months. First clients will be the sheriff, treasurer-tax collector, personnel, regional planning, library, marshal, CAO, building services, community health services, County counsel, human relations, community services, and the business license commission.

County of Los Angeles

## DIGEST

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