



DIGEST

Around and About

DAVID RODGERS, 51, new director of building services, says he intends few changes in the policies of his retired predecessor, William Prater. The Board of Supervisors appointed him Nov. 4.

THOUSANDS OF County employees earning more than \$14,100 annually will pay up to \$70.20 more in social security taxes next year, to a top of \$895.05. The 5.85 percent rate remains the same, but federal law raises the taxable pay ceiling on Jan. 1 from \$14,100 to \$15,300. (When social security began back in 1937, the maximum tax was \$30 a year.)

WOMEN IN THE COUNTY: Shirley Goldinger, 49, appointed the first director of the new department of consumer affairs . . . Andrea Ordin, 35, attorney, named assistant D-A, the No. 3 spot in the office.

THE ANNUAL Thanksgiving prayer breakfast is set for 6:30 a.m. Nov. 26 in the Courthouse cafeteria. Speaker—LAPD deputy chief Robert Vernon. Tickets (\$2.25) are available at the door, or at Courthouse room 203 or 428F.

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DEFERRED COMP SIGN-UP OPENS

A DEFERRED compensation plan, open to all permanent, fulltime County employees, will go into operation Jan. 1. Interested employees may sign up for the plan at their department's personnel office any time until December 29.

Under the plan, an employee may authorize the County to withhold part of his salary (5 to 20 percent) and invest it for him. When the employee retires or resigns from County service, he will receive the accumulated total either in a lump sum or in monthly payments. The deferred compensation and earnings are exempt from federal and state income taxes until the employee begins to withdraw the money.

"The plan is designed to aid the worker who expects to be in a lower income tax bracket after he leaves the County," said County treasurer H. B. Alvord, who will be chief administrator of the plan. "On the other hand, an employee who after leaving the County has a substantial income from investments or another job might not get sufficient tax benefits to justify deferring his compensation now. Each employee should make up his own mind and, if necessary, consult his private tax adviser."

The deferred compensation plan, as recommended by CAO Harry Hufford and approved by the Board of Supervisors (Nov. 4), provides:

—Participation is voluntary.

—The withheld earnings remain the property of the County with the County treasurer responsible for investing them.

—At first all the fund's investments will be in such fixed-

income items as bank certificates of deposit and U. S. treasury bills, bonds, and notes. Later, as the fund grows, a fraction of it (up to 25 percent) may be invested in mutual funds, corporate bonds, or stock. Other programs such as insurance annuities may be considered after 1976.

—Each participating employee will pay up to 1.5 percent of his deferred compensation to meet costs of administering the fund.

—If the fund's investments should lose money, the County has no responsibility to make up the loss.

—Deferred pay is sheltered from federal and state income taxes. But deductions for social security, County retirement, and County life insurance will continue to be based on full compensation.

—Deferral agreements are effective for a full calendar year, January to December. If an employee wants to drop out of the plan for the coming year, he must notify the County treasurer in writing 60 days in advance; that is, by Nov. 1 of the preceding year.

—If an employee can prove hardship, the County treasurer may allow him to withdraw enough deferred funds to meet the emergency. These withdrawn funds, however, become taxable.

Further information on the deferred compensation plan is available from each department's personnel office.

Money Pinch to Get Public Airing

LOOKING AHEAD to an expected money pinch in 1976-77 at least as tight as that of this fiscal year, CAO Harry Hufford has recommended an earlier-than-usual airing of the County's budget problems.

His recommendations, approved by the Board of Supervisors (Nov. 4), call for:

- A report from him to the Board in January laying out the County's budgetary and economic outlook for 1976-77.

- Later in January, a public hearing open to all citizens where they can express their views on County finances. (In previous years the Board has held public hearings on the County budget only in June.)

- Weekly meetings, to start immediately and continue through next June, of a nine-member Special Budget Advisory committee, consisting of the CAO, director of personnel, auditor-controller, president of the County manage-

Consolidation Urged

A PROPOSAL to create a new County department of community development awaited approval this week by the Board of Supervisors.

CAO Harry Hufford recommended that the new department be formed by merging the urban affairs and community services departments, along with the personnel department's manpower programs division. Previously the Board had instructed Hufford (Sept. 10) to study feasibility of the merger.

The consolidation would bring together three agencies that receive most of their funds from federal and state sources for discretionary activities such as improved housing, emergency employment, neighborhood service centers, community betterment, and delinquency prevention.

Hufford said the present total of 362 positions in the three agencies would be reduced by only five at first, but "ultimately the organization should be streamlined and further savings achieved." Such changes, he said, will await the appointment of the new department's director.

ment council, and a deputy from each Supervisor's office.

Hufford said that, following the January hearing, the County and employee unions would conduct their customary springtime negotiations over salaries and benefits. "This bargaining process would remain unaltered," he said. "But the public hearing could give the Board valuable information to consider when formulating the County management position for the bargaining sessions."

Hufford said the January public hearing would give community spokesmen a chance to give the Board their views on such questions as:

What County services should be increased or decreased?

Which is more important — raising County salaries or avoiding layoffs of County employees, if such a choice must be made?

Should work productivity become a subject of collective bargaining?

Would a 1976-77 budget requiring a tax increase be acceptable?

Do possible new sources of County revenue exist?

Should any revisions be made in the County's overall salary and fringe-benefits policy, including the prevailing wage provisions of the County charter?

Holidays for 1976

THE DEPARTMENT of personnel lists the following as County holidays for 1976:

New Year's day, Jan. 1, Thursday.

Lincoln's birthday, Feb. 12, Thursday.

Memorial day, May 31, Monday.

Independence day, July 5, Monday.

Labor day, Sept. 6, Monday.

Admission day, Sept. 9, Thursday.

Columbus day, Oct. 11, Monday.

Veterans day, Nov. 11, Thursday.

Thanksgiving day, Nov. 25, Thursday.

Christmas, Dec. 25, will fall on a Saturday.

Under state Senate Bill 311,

Ballots Going out for 5 Board Seats

BALLOTS WERE being distributed this week among County employees for election to five seats on the board of retirement, board of investments, and suggestion award board.

Norman Shaffer of APCD, who now holds the general member seat on both the board of retirement and board of investments, will be running for reelection to both chairs against the challenge of Mitchell Mardesich, South Bay municipal court, and Benjamin Vargas, superior court.

Contenders for the safety member posts on both the board of retirement and board of investments are Phillip Katz and Paul Strohman of the sheriff's department, and Kenneth Phillips, fire department. The winner will fill the unexpired terms (to Jan. 1, 1978) of Albert LeBas, chief of the sheriff's administrative division, who will retire next March.

Mildred Jones, data processing, is seeking reelection to the suggestion award board against Solomon Fingold, Museum of Art, and Michael Olson, road department.

Voters must return their mail-in ballots to the registrar-recorder by Dec. 8. Results will be announced ten days later.

enacted earlier this year, the June primary and November general election days are no longer County holidays.

County of Los Angeles

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Editorial Office: Room 526, Hall of Administration, 222 North Grand Avenue, Los Angeles 90012
Telephone 974-2490