



DIGEST

Around and About

SKYROCKETING AUTO insurance premiums have impelled the County to drop commercial insuring of its auto fleet for general fund departments and substitute a system of self-insuring. County counsel John Larson's office will handle defense and settling of claims for accidents involving general fund vehicles. Private carriers wanted a 60 percent increase in premiums.

NEW BOARD of Supervisors chairman Ed Edelman, announcing his 1977 appointments of supervisors as chairmen of 60 County departments and commissions, made these changes: Edelman took under his wing the probation department (formerly under Supervisor James Hayes) and the registrar-recorder (formerly Supervisor Baxter Ward's); Supervisor Pete Schabarum was named chairman of the new collections department.

COUNTY EMPLOYEES who need information about cancer—symptoms, treatment, whatnot—can call the County-USC cancer information office. The toll-free hotline, open 8:30 a.m. to 4:30 p.m. Monday through Friday, is 1-800-252-9066, available through area codes 213, 714, or 805.

PENSION SYSTEM GOING UNI-SEX

COUNTY EMPLOYEES who read the detailed deductions on their paycheck stubs will notice a change in their retirement contributions on their Feb. 10 checks, the result of a state law creating a "uni-sex" system for both retirement contributions and benefits. The old system of differing rates for men and women is no more. Net result of the change is that any woman who came to work for

the County before age 27 will see a slight increase in her retirement contribution, and any man who entered County service before age 27 will see a slight decrease. Conversely, women who came to work after age 27 will note a slight decrease in their contributions, and men who started work after age 27 will find a small increase. As for benefits, the new law
(Continued on page 2)

Some Up a Bit, Some Down a Bit

THE TABLE below illustrates how Assembly Bill 1891 will change contribution rates to the County retirement system, effective Jan. 1, to be reflected in Feb. 10 paychecks. Column 1, showing the age at which an employee joined the retirement system, lists sample ages for illustration. Complete retirement tables have a different rate for each year, based on the employee's age when he or she entered the system. In the table below, the dollars of monthly contribution are based on a salary of \$1,000 a month.

Joined system at Age	Old rate, men	NEW RATE,		Old rate, women
		men and women	women	
20	\$39.90	\$38.40	\$36.80	
25	\$41.70	\$41.10	\$40.70	
27*	\$42.70	\$42.50	\$42.50	
30	\$44.50	\$44.90	\$45.40	
35	\$48.20	\$49.70	\$51.30	
40	\$53.20	\$55.50	\$57.90	
45	\$59.10	\$62.30	\$65.40	
50	\$66.20	\$70.00	\$73.80	
52	\$72.70	\$76.90	\$81.20	
and over				

*Age after which, under old rates, women's contributions began exceeding men's contribution rate.

The table above shows amounts paid by County employees whose salaries are *not* subject to social security deductions. Other employees, who are covered by social security, have a bit lower contributions, calculated by taking the monthly salary less \$116.67 and multiplying by the percentage rate applicable to the employee's age at time of entering County service.

Minorities Continue Gains

HIRING OF minorities in the County work force is maintaining its steady eight-year climb, the personnel department has reported to the Board of Supervisors.

The report shows:

The percentage of Mexican-American or Latin-origin employees almost tripled between 1968 and 1976, from 4.7 percent to 12.3 percent of the work force, and this group now accounts for 19.4 percent of the County's new hiring. (This ethnic group comprised 18.3 percent of L. A. county's population in the 1970 census.)

Mexican-American/Latin employees are moving increasingly into the above-average pay brackets. In 1973, about 3.8 percent of County workers earning \$16,000 to \$25,000 a year were from this group. By 1976 the figure had risen to 5.5 percent.

The proportion of Black employees, already high in 1968, has increased slightly since then—from 25.4 percent in 1968 to 28.7 percent in 1976. (The 1970 census found 10.8 percent of the county population was Black.) Among all County employees earning \$16,000 to \$25,000, almost 8 percent were Blacks in 1973; by last year the figure was 12.5 percent.

The ratio of Asian-Americans on the County payroll has grown steadily in the past eight years, from 2.6 percent of the work force in 1968 to 4.7 percent last year. (Asian-Americans were 3.4 percent of the

county population in 1970.) In the \$16,000 to \$25,000 salary bracket, Asians constituted 3.4 percent in 1973, and 5.1 percent in 1976.

American Indians now comprise .3 percent of the County staff, other non-whites 1.5 percent.

Whites, who made up 66.5 percent of the work force in 1968, now total 52.2 percent of County employees.

The personnel department reported that 46 County departments have filed plans to achieve fair hiring and fair promotion policies for minority employees. Two recently created departments are still preparing their plans.

The Board of Supervisors referred the report to affirmative action compliance officer Michael Ishikawa, Jr., for review.

2 Departments Moving

THE COUNTY engineer and facilities departments are packing for the long-awaited move to their new home in the Le Sage building complex, Sixth street and Vermont avenue. The facilities staff will begin in March leaving its quarters at 1625 West Olympic Boulevard and on the seventh floor, Hall of Administration. The engineers expect to evacuate their ancient building at 108 West Second street by mid-June.

The County has signed a 25-year lease for the Le Sage space with an option to purchase it.

The personnel department testing division is housed at the same complex.

W-2's Distributed

THE AUDITOR-controller's office this week was distributing employees' 1976 W-2 wage and tax statements through departmental payroll offices. Each employee should have one by next Monday (Jan. 31). An employee having questions about the forms or seeking duplicate copies should call his payroll office.

PENSIONS

(Continued from page 1)

wipes out the old schedule of pensions for men. Instead, all County retirees will be paid according to the women's schedule, which is slightly higher.

County treasurer H. B. Alvord said the changes were required by Assembly Bill 1891, a measure signed by Governor Brown last September and effective Jan. 1. The state law conforms to a 1972 amendment to the federal 1964 Civil Rights Act, forbidding any discrimination in pension systems based on sex.

The County retirement board, following recommendations of a consulting actuary, complied with AB 1891 by "splitting the difference" and establishing contribution rates for all employees that are approximately half way between the old rates for men and for women.

Alvord said the change in benefits—placing both men and women on the present women's schedule—will mean a hardly visible increase in men's allowances, "not more than a few dollars a month." For example, a male employee retiring at age 60, who has been receiving an allowance figured on 2.428 percent of his final compensation for each year of County service, now will receive 2.440 percent for each year of service, a difference of .012 percent. With 25 years service, that would be an increase of .3 percent.

The changes under AB 1891 will have no effect on employees in the safety retirement system, who have always been under a uni-sex schedule of contributions and benefits.

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

Pachtman Keeps Seat

DEPUTY D-A Richard Pachtman has begun his fourth three-year term on the County board of retirement and his third term on the board of investments. He topped a field of 11 candidates for the two seats in a recent mail-in election, open to general members of the retirement system. Among the 15,715 ballots cast, Pachtman received pluralities of 5,377 for the retirement board and 5,579 for the investments board.