



DIGEST

Around and About

COUNTY EMPLOYEES increasingly choose prepaid health plans (like Kaiser and Ross-Loos) over insurance-type health coverage (like Blue Cross and Blue Shield). In mid-1977 the prepaid plans had 53 percent of the enrollees. Now, after the open-enrollment periods in late 1977 and 1978, more than 58 percent of the nearly 70,000 County subscribers are in prepaid plans. Kaiser leads the list with 33,119 members followed by Blue Cross with 22,073 and Ross-Loos with 7,192. Blue Shield has 4,217 enrolled.

THE COUNTY grand jury has again recommended merging the marshal's office into the sheriff's department to "reduce unnecessary duplication" in serving civil papers and providing bailiffs to courtrooms. The jury believes the merger would eliminate about 100 employees and save \$3 million a year. County-backed bills proposing such consolidation have been introduced several times during the past decade in Sacramento, where they

(Continued on page 2)

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Back-to-July Pay Boosts OK'd

CHECKS CONTAINING pay increases retroactive to last July 1 should be on their way to most County employees by about April 16.

That word comes from auditor-controller Mark Bloodgood following Board of Supervisors' approval of the payments (Feb. 27). This Board action became possible when the California supreme court (Feb. 15) ruled that the state legislature had no right last summer to prohibit the agreed-upon pay increases as a condition for giving bail-out funds to local governments caught in a financial squeeze by Proposition 13.

The County has held money for the pay increases in a reserve fund since last July pending outcome of the supreme court's decision.

The retroactive checks expected in mid-April will cover the period from last July through February. The increases will be included in current paychecks starting April 10.

Salary boosts will be apportioned as follows:

—Increases averaging 4.33 percent will go to 54,209 employees in 40 collective bargaining units that include registered nurses, welfare investigators, and engineering, clerical, office, and blue collar employees. These units signed memoranda of understanding in 1977 providing that in 1978-79 they should get increases equaling 70 percent of the preceding year's rise in the consumer price index, with a minimum increase of 4 percent and a maximum of 7½ percent.

—Increases averaging 5.1 per-

cent will go to 4,837 peace officers and public defender investigators whose 1977 MOUs included a similar tie-in with the cost of living index but with a minimum increase of 5 percent and a maximum of 7½ percent.

—Flat increases of 4.95 percent will go to 1,200 intern and resident physicians as provided in their MOU.

—Increases averaging 5 percent are designated for 4,000 management, confidential, or other employees not represented by collective bargaining units.

—1,167 vocational nurses and respiratory therapists will receive an additional six levels on the standardized salary schedule, as provided in their MOU.

No retroactive pay or current increase will go immediately to 13 units that include 6,328 fire fighters, supervising and administrative peace officers, building trades craftsmen, attorneys, criminalists, pharmacists, operating engineers, supervisory security guards, engineering administrators, and dentists.

"We are still trying to negotiate MOUs with these groups," said CAO/director of personnel Harry Hufford. "As agreements are reached, I will recommend adjustments for these units to the Board of Supervisors."

Effect on Retirees

County Treasurer H. B. Alvord said the California supreme court decision permitting pay increases also will mean a slight rise in re-

(Continued on page 4)

Around and About

(Continued from page 1)

always disappear from sight within a legislative committee.

THE BOARD of Supervisors, upon urging of Supervisor James Hayes, has directed County counsel John Larson to draft a rule outlawing sexual harassment in County offices. Hayes quoted approvingly from a bill introduced in the state assembly recently that would make it an "unlawful employment practice for an employer, labor organization, or employment agency to discriminate against any person in any aspect of employment because such person or his/her spouse refuses to perform sexual favors for an employer, business superior, client, customer, or fellow employee."

The Changing Scene. Walter Garrison, new chief engineer at the sanitation districts, following the retirement of John Parkhurst . . . Two acting directors right now at the Museum of Art—Dr. Patapaditya Pal (for the Museum board of trustees) and Morton Golden (for County administration.) Former director, Kenneth Donahue, recuperating from a heart attack suffered last August, asked to become the Museum's curator of European art for the next year . . . Donald Dreher, acting road commissioner after the death of Ed Benedict (Jan. 26). Benedict, 50, was skiing with his family at Mammoth resort when he was stricken with an aneurysm of the aorta. He was flown to Anaheim Memorial hospital where he died.

LORIN PETERSON, editor of the DIGEST since the first issue appeared Jan. 10, 1968, will retire from County service March 29.

CAST CHANGES ON C-S COMMISSION

THREE NEW faces greet employees who appear before the County civil service commission these days—those of a UCLA professor, a Torrance insurance man, and a retired telephone executive.

The Board of Supervisors appointed them last month, enlarging

the commission to five members as required by Proposition B, the charter amendment passed by the voters last Nov. 7. Hold-over commissioners are Frank Work and Louise Frankel. The term of commissioner Ernest Sanchez expired.

The new commissioners:

John Bollens, professor of political science, UCLA, where he has been a faculty member since 1950; nominated by Supervisor Ed Edelman

George Sho Nojima of Torrance, an Atlantic Mutual claims representative and the first Asian-American named to the commission; nominated by Supervisor Kenneth Hahn

James Kenney, Jr., who retired in August 1977 as Pacific Telephone's vice president for Southern California; nominated by Supervisor Pete Schabarum.

All were appointed for four-year terms, as required by Proposition B. Formerly commissioners served six-year terms.

Board Asks Advice

THE BOARD of Supervisors has invited 16 community organizations to form a committee to advise the Board on what County functions might possibly be performed by private contractors.

Proposition A, a County charter amendment passed by two-thirds of the voters last Nov. 7, authorizes the Board to retain private contractors, after competitive bidding, to perform work the Board believes can be done more economically and more feasibly through contracting.

The proposed 16-member committee would include representatives from:

Five public groups—the County Grand Jurors association, California Taxpayers association, County Economy and Efficiency commission, Los Angeles Council of Presidents, and the League of Women Voters.

Three professional organizations—the County Bar association, American Institute of Architects, and the Personnel and Industrial Relations association.

Two union groups—CAPE and the AFL-CIO Building Trades Council.

Six industry organizations—the Associated General Contractors, Hospital Council of Southern California, Building Industry association, Employee Benefit Planning association, Independent Building Services Contractors association, and Southern California Gardeners federation.

The committee also will include a representative from each County Supervisor's office.

The committee will dissolve in January 1980 unless the Board votes to renew it.

Shaffer Gets Plurality

LONGTIME INCUMBENT Norman Shaffer won reelection for three years to his seats on the board of investments and the board of retirement in the December election, but he had to overcome stiffer competition than usual.

Shaffer, while holding comfortable margins over his nearest competitors, received a plurality of only 30 percent of the nearly 14,000 ballots that County employees mailed in for the general member seat on the investments board, and 32.5 percent of their votes for the retirement board.

Three years ago Shaffer coasted in with majorities of 57 percent and 63 percent.

His closest rivals for the investments board seat were Michael Ishikawa, Jr. (2,789 votes), Jason Williams (2,315 votes), and Anthony Martini (2,181 votes). Three other candidates trailed.

The order of finish for the retirement board position was similar.

Ranks of Workers Continue to Thin

THE COUNTY-paid work force reached its high-water mark in September 1975 and has continued to drop ever since.

Latest figures from the department of personnel show 73,550 employed as permanent, temporary, and recurrent workers at the end of 1978—a decline of 3,023 during the year. The reduction in 1977 was 871 and in 1976 a whopping 5,791.

The 1978 year-end figure was 10,731 below the September 1975 total for County-paid workers.

"This reduction not only reflects the Board of Supervisors' policy to reduce the growth of County government. It also demonstrates that it is possible to reduce the size of government under a managed program," said CAO Harry Hufford. "These policies, which were in place before Proposition 13, have permitted Los Angeles County to cope with the financial realities of Proposition 13, although I admit the road has been difficult."

Among permanent employees, the population totaled 66,155 on Dec. 31, 1978—1,459 less than at the end of 1977, and 7,756 below the all-time high point for permanents in January 1976.

The major drop-off periods were last summer, when the number of permanents fell by approximately 2,300 and during the first three quarters of 1976, when permanent ranks decreased by nearly 3,900.

New Chairmen Named

SEVEN COUNTY departments and the courts have each a new Supervisor as chairman following appointments made by the Board of Supervisors 1979 chairman, Kenneth Hahn.

Hahn transferred the mechanical department and affirmative action compliance office to himself, community development to Baxter Ward, assessor and County clerk to Pete Schabarum, personnel to Ed Edelman, mental health and the courts to James Hayes.

Each Supervisor rides herd on about ten County departments, plus any County hospitals that lie within his district.

County Minorities Do Better

MINORITIES AND women are making more rapid progress in the work force of Los Angeles County than they are in the staffs of the two other largest public employers in California—the State government and the City of Los Angeles.

In a report to the Board of Supervisors, Michael Ishikawa, Jr., the County's affirmative action compliance officer, shows the County leading both in the total hiring of minorities and women, and in the number holding jobs as managers and professionals.

Ishikawa's figures are based on reports issued by the three agencies

last summer.

"The County started its affirmative action program in the late 1960s," said Board of Supervisors chairman Kenneth Hahn, "and I think these latest statistics demonstrate the County has made major progress in offering fair and equal employment to all persons."

The Ishikawa study found women playing a much larger role in County departments than among State and City employees. The same story holds true for Blacks and Hispanics and, to a lesser degree, for those of Asian-Pacific ancestry.

WOMEN (percentage of employees)

	All classes	Managers	Professionals
Los Angeles County	51.0%	27.7%	61.3%
State of California	41.4%	6.6%	25.1%
City of Los Angeles	19.4%	5.8%	19.0%

BLACKS (percentage of employees)

	All classes	Managers	Professionals
Los Angeles County	30.0%	19.4%	16.9%
State of California	7.9%	5.9%	4.4%
City of Los Angeles	24.6%	4.1%	7.7%

HISPANICS (percentage of employees)

	All classes	Managers	Professionals
Los Angeles County	14.2%	6.4%	6.9%
State of California	7.2%	4.0%	4.0%
City of Los Angeles	12.9%	2.6%	7.1%

ASIAN-PACIFIC (percentage of employees)

	All classes	Managers	Professionals
Los Angeles County	5.8%	4.8%	15.1%
State of California	5.7%	1.8%	8.1%
City of Los Angeles	5.4%	5.6%	11.7%

ANOTHER SECTION of the Ishikawa report indicated that an ethnic trend of the past decade continues—the proportion of County employees who are Black, Hispanic, or Asian-Pacific steadily growing, the percentage who are so-called Whites steadily dwindle.

ling.

For the first time the number of White employees has dropped below 50 percent.

Figures taken from Ishikawa's report and DIGEST files show the following shifts in composition of the County work force:

	Whites	Blacks	Hispanics	Asian/Pacific
1968	66.5%	25.4%	4.7%	2.6%
1976	52.2%	28.7%	12.3%	4.7%
1978	49.6%	30.0%	14.2%	5.8%

Workshop for Nurses

REGISTERED NURSES and LVNs who want to obtain eight hours of education for credit may attend all-day workshops either March 14 or March 30 at the V-A Hospital in Sepulveda.

The sessions, sponsored by the Olive View Medical Center nursing education department, will cost \$5 for County personnel, \$10 for others.

Theme of the workshop is "Crucial Issues Confronting the Contemporary American Family."

Registration information is available at 997-1800, extension 375.

Retirees--

THE SEASONAL spring rush of retirements has begun and should peak during the next few weeks.

The board of retirement announced the following employees are departing with more than 35 years of County service:

SHERIFF — Joseph Eddleman, Donald Drenth, William Anthony.

FIRE—Howard Moore, Edward Fernandes, John Peterson.

HEALTH SERVICES—Rita Bowie, John Douglass, David Riggle, Vernon Zenon.

ASSESSOR—Martin Copenhaver, Douglas Harrison, Daniel Blatt, Ernest Smith, Robinson Williams.

ENGINEER — John Maulding, Charles Wright, Harold Heilman, James Rostron, Helen Anderson.

REGISTRAR-RECORDER — Harold Carter, Richard Wells, John Spencer.

Also Rudolph Chavez and Robert Weaver, road department; James Vaughn, superior court; George Weinberg, community development; Donald Wieneke, treasurer-tax collector; William Kea and Harry Johnson, weights and measures; Dorothy Ramos, communications; James Quinn, small craft harbors; Clyde Aldridge, mechanical; Carolina Kempes, County clerk; Vera Pruett, DPSS; Robert Rodich, regional planning; James Wood, agricultural commissioner.

Retiring with 30 to 35 years service are:

SHERIFF—William Castillo, Richard Cushman, John Dewyer, Gerald Peterson, Bernard Roger, Carl Trout, Edward Franzese, Richard Greenleaf, William Violette, Robert Wallace, Ernest Zansler, Richard Rodriguez, Charles Marler, William Van Dahlen, Henrietta Kynell.

ENGINEER—Donald Abel, Jack Dougherty, John Hale, Joseph Stout, Bernard Wanek, Lindley Williamson, Ralph Breeden, Joseph Terranova, Martin Walsh, Gerald Cadwell, Robert Moore, Carl Pearson, Ger-

Letters--

TO THE DIGEST:

Here's a word for County employees who expect to be away on vacation or some other type of leave when applications open for a promotional exam in which they are interested.

Cover yourself by filling out the application form in advance and give the completed form to a co-worker, friend, or relative who will be in town when the exam opens. Ask this person to file the application for you at the proper time—and remember the application must be *received* in our office by the last day for filing.

Application forms are available from your department's personnel officer or from the department of personnel, Room 493, Hall of Administration.

ROD HANKS, Chief
Employee Placement Division
Department of Personnel

ald Curtis, Yet Siu, Henry Steinbeck, Barbour Stokes.

FLOOD CONTROL—Wallace Belcher, Joseph Vieyra, Joe Bertoldo, Gustav Sasse, Gaston Aubineau, James Brown, Arley Corpe, Tys Wigman.

HEALTH SERVICES—Aaron Munsie, Helen McCracklin, Lambert Walker, Lucille Ashford, Corrine Lee, Julius Member, Lorene Rousseau, Marjorie Humlong, Toshiko Yoshida, Richard Koons, Wilma Rodriguez.

PROBATION — Lawrence Bass, Charles Arnold, Henry Rubanowitz, Anne Stafford, Helen Rossiter, Perry Nickols, James Byas.

FIRE—John Van Buskirk, Thomas Snee, Richard Wylie, James Heywood, Robert Vatter, Orville Dame.

ROAD — Ferdinand Caruana, William Duthie, Charles White, Bernard DeZara, Raymond Powell, William Allen, Arturo Valenzuela, John Huggins, William Johnson, Charles White, Rudy Escobedo.

DPSS—George Kafesgian, Eloise Brooks, Irving Bursch, Alma Hogue.

COUNTY CLERK—Sara Harris, Harriett Pease, Vernon Blake, Carl Colby.

Also Harold Griffin and Catherine Read, district attorney; Cecil Carter and Leon Watkins, building services; Abe Gordon, registrar-recorder; Frederick Johnson and Jerome Picker, auditor-controller; Edgar Irvine and Paul Estes, regional planning; Thomas Mabson and Julian Cooper, mechanical; Martha Server, superior court; Donald Gagnon and Jean Terry, municipal court; Christine Spencer, data processing; Bryant Drake, Robert Byrne, and Warren Trester, marshal; Marion Krause, public defender; Edgar Bishop, personnel; John Jackson, Museum of Natural History.

PAY BOOSTS

(Continued from page 1)

tirement allowances for all County employees who retired after last July 1 or who retire within the coming year.

"We shall recompute their final year's compensation, taking these retroactive increases into account," Alvord said.

Attorneys' Fees

At the request of the unions' attorneys, the superior court has ordered County auditor-controller Mark Bloodgood to withhold 3 percent of the retroactive salaries paid to all employees represented by SEIU Locals 660, 434, 535, and 602—the money earmarked to pay the two law firms' fees. The superior court will determine later what portion of the impounded money should be awarded to the attorneys under contracts they have with the SEIU unions.

Emergency Car Pools

THE MARCH 23 paychecks will include an "Emergency Ride-sharing" form for every County employee to fill out. The information will be used to plan a system of emergency car pools for days when smog reaches alert levels.

County of Los Angeles

DIGEST

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