



Around and About

Newest department head to be appointed by the Board of Supervisors is Linda F. Crismond who was named County Librarian on January 27. She had been acting County Librarian since the departure of Carol E. Moss last September. Prior to joining the County as chief deputy to Mrs. Moss, Ms. Crismond was Assistant University Librarian at USC. Her professional career includes responsibility for several major departments at the San Francisco County Public Library. Ms. Crismond is a member of a number of professional organizations and is an acknowledged authority in library automation. She has served as a consultant in the field of library technical services operations. A fourth-generation native of Burbank, Ms.

Crismond completed her undergraduate work at the University of California, Santa Barbara, majoring in history. She received her master's in library science from UC, Berkeley, in 1965 and completed subsequent academic work in automation and management at USC

The County will be testing 40 new Ford Escorts which have been modified to use methanol. The prototype vehicle was unveiled at a February 5 Hall of Administration press conference Leimert Park resident Sadie Clark has been elected chairman of the County Regional Planning Commission. A realtor by profession, she is an appointee of Supervisor Hahn and has served on the commission since 1975

Many County employees in the Civic Center spent part of their lunch hour January 19 attending a ceremony of thanksgiving for the release of the American hostages in Iran which was held in the Court of Historic American Flags. Among those participating in the program, coordinated by Supervisor Hahn, were Supervisor Edelman, District Attorney Van de Kamp, and Los Angeles Mayor Tom Bradley.

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DIGEST

Board of Supervisors Adopts 1981 Bargaining Policy

At its February 3 meeting, the Board of Supervisors unanimously adopted six employee relations principles which the Board and County management will follow during 1981 labor negotiations.

Noting that bargaining with employee unions covering the bulk of the County work force is now underway, the motion introduced by Supervisor Schabarum stressed the importance of making County unions, County employees, and the general public aware of the Board's basic negotiating stance.

"The Chief Administrative Officer reports that the County is facing substantial reductions in revenue due to the impact of Governor Brown's proposed budget cuts for local government," the Supervisor said in his motion.

"Despite the County's diminishing revenue base, this Board of Supervisors should affirm its intent to continue to pay equitable salaries to maintain a high-quality work force," he went on.

"I believe it is timely for this Board to articulate basic principles that will guide us through the employee-employer relations process."

The six basic employee relations principles adopted by the Board are:

- Provide a fair and competitive wage and benefit package to enable County government to recruit and retain a qualified and productive work force.
- Ensure sufficient management authority to provide responsive delivery of necessary public services.
- Provide for cost-effective program services both through productivity improvements and/or contracting with the private sector for services.
- Provide operational flexibility to respond to unexpected reductions in projected revenues with a minimum disruption to services.

-Maintain effective standards of working conditions to foster high morale and consistently high levels of employee performance.

-To the extent practicable, manage any necessary reductions in work force through attrition and reassignment as opposed to layoff and reductions.

Charity Drive Opens

Los Angeles County's 1981 Charitable Giving Program is now underway.

Supervisor Ed Edelman is co-chairman of this year's campaign with Bill Robertson, Executive Secretary-Treasurer of the Los Angeles County Federation of Labor (AFL-CIO).

This is the first time since 1976 that the County's management and labor leaders have actively joined forces in the Charitable Giving drive.

Last year, approximately 20,400 County employees donated \$1.3 million to the United Way, Brotherhood Crusade, and hundreds of other human service agencies through this program. The group with the highest number of participants was the Department of Public Social Services, with over 4,000 employees contributing.

At the end of 1980, the depart-
(Over)

Health Insurance Open for Enrollment

Enrollment is now open for all County-administered health plans and will continue until Friday, March 13. During this open period, any full-time permanent or CETA employee who wants to join a County-administered health plan, switch to a different plan, or add dependents may do so.

For several thousand workers who are eligible but not now enrolled, the open enrollment provides the opportunity to sign up in the plan of their choice.

The plans include Kaiser, Blue Cross, Ross Loos, Blue Shield Basic Health Plan with Catastrophic Benefits (Major Medical), the Blue Shield Hospital Surgical Plan (Service Plan), Maxicare, and Blue Shield Hospital only.

The new Blue Shield Basic Health Plan was introduced last year and is similar to the Blue Cross plan but offers a limited mental health outpatient benefit not available in the Blue Cross plan. Together with Maxicare, the County now has available two health plans which feature a limited outpatient mental health benefit.

The effective date of coverage from all open enrollment actions will be June 1, 1981.

Employees who wish to continue their present coverage without change need take no action.

Information regarding all plans and enrollment forms is available in each department's personnel-payroll office.

The County-administered life insurance and dental insurance plans are not involved in the open enrollment period.

CHARITY (Cont'd.)

ments with the ten highest percentages of their employees enrolled in the Charitable Giving Program were: Military and Veterans Affairs; Human Relations Commission; Treasurer-Tax Collector; Registrar-Recorder; Chief Administrative Office; Data Processing; Personnel; Employee Relations Commission; Flood Control; and Senior Citizens Affairs.



GRAND OPENING—Board of Supervisors' chairman Ed Edelman, left, is joined by Roger Krum, Business Enterprise administrator; Jane Vorwerck, interior decorator; and Andy Graham, Business Enterprise Consultant, in officially opening new Landmark Cafeteria in the County's Hall of Administration.

Edelman Praises New Cafeteria

Board of Supervisors' chairman Edelman has warmly praised the attractive new Landmark cafeteria which opened on the basement level of the County Hall of Administration on January 12.

"I am especially pleased at the transformation of what had been a rather drab, uninviting locale into one that is attractive and serving nutritious food, since it was on my motion that this project was initiated," Edelman said.

His motion, adopted by the Board of Supervisors last January, directed appropriate county departments, Board office staff, and employee groups to develop a plan to improve the quality of food service in the Hall of Administration.

"I was concerned that the cafeteria operation should be of such quality to encourage its use by our employees, increasing their productivity and reducing the need for driving to other facilities," the supervisor said.

An agreement was reached with the State Department of Rehabilitation's Business Enterprise Program for a 3-year concession. Over \$200,000 in improvements were made, and the County has a 90-day cancellation clause to terminate the arrangement.

"The facility provides a most

unique and appetizing decor and includes individual daily menus so that County employees can have breakfast, lunch or snacks," Edelman said.

NURSES' WORKSHOPS

Olive View Medical Center is presenting all-day workshops for health professionals at the Veterans Administration Hospital in Sepulveda.

Entitled "Cancer Update '81," the workshops are ongoing with repeat sessions set for March 6, 17 and 27. For information, telephone 997-1800, Ext. 375.

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