



DIGEST

SALARY AND BENEFIT PACKAGE APPROVED

Concluding months of intensive negotiations with employee representation units, the Board of Supervisors recently adopted the Chief Administrative Officer's recommendations for 1981-83 salaries and fringe benefits.

Despite substantial State revenue reductions and the State's lowered recommended salary increases for government employees, the Board held firm to the following six Employee Relations Principles adopted on February 3, 1981:

- Provide a fair and competitive wage and benefit package to enable County government to recruit and retrain 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.

The collective bargaining process ended with settlements which are fair and reasonable from both the labor and the management points of view. Negotiations progressed within the confines of legal statutes and County ordinances, and there were only two instances of non-sanctioned job actions.

The result is a salary and benefit package competitive with other labor settlements in the local metropolitan area. Highlights of the basic changes for most representation units are as follows:

Salaries

- July 1, 1981—Basic 8 percent plus inequity adjustments for a total average increase of 9.4 percent.
- July 1, 1982—Basic 8 percent plus a cost-of-living provision

that could result in an additional adjustment, to a maximum of 2 percent.

Retirement

- A new retirement plan (referred to as Plan E) for General Members only. Those employees electing to transfer to Plan E will receive a refund of previous contributions with interest and full credit for past contributions. In addition, Plan E involves no employee contributions.
- For General Members hired prior to October, 1978, who do not elect Plan E, and Safety Members, the County will continue to defray the cost of employee retirement contributions that exceed the contribution levels in effect on June 30, 1979.

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PROGRAMS TO AID LAID OFF EMPLOYEES

On July 22, the Department of Personnel began an employment referral program in an effort to find jobs in the public and private sectors for County employees subject to layoffs.

The Department of Personnel, the Greater Los Angeles Chamber of Commerce, and the National Alliance of Business (NAB) are cooperating in referral programs. Employees facing layoff may gain access to various job listings through Personnel's employment referral service.

The County's referral program will focus on prompt placement of applicants and a concentrated effort to find positions for any em-

ployee desirous of participating in the program.

Each employee to be laid off will receive a basic County handbook that includes the most frequently asked questions on re-employment, termination payments, insurance, retirement, and civil service rights. Each employee will also be given the "For Your Benefit" booklet on unemployment insurance, disability insurance and employment service published by the State Employment Development Department. At orientation meetings for outgoing employees, County management representatives in the areas of personnel, payroll, insurance, and re-

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New Retirement Plan Offered to General Members

An optional non-contributory retirement program is part of the recently adopted salaries and fringe benefits package. Following passage of State legislation and resolution approval by the Board of Supervisors, there will be a one-time-only 60-day period during which current County employees who are members of the general retirement program will have the opportunity to transfer to the new program.

Those employees who elect the new program will receive a full refund of all past contributions plus interest credited to their account AND will receive full credit for all past credited County service. Since it is fully paid for by the County, employees who transfer to the new plan will realize an average increase in take-home pay of 7.5 percent.

The new program provides a monthly benefit at age 65 and after 15 years of service, which in combination with social security equals 90 percent of the average of the employee's three highest years of salary. In addition, the plan provides a 50 percent survivor's benefit, and those who transfer to the new program will be covered by a Long Term Disability program that in the event of total disability will provide 60 percent of salary until age 65, at which time the retirement program benefits would begin. Finally, those employees under the new plan will be covered by \$10,000 of life insurance fully paid for by the County.

An employee is automatically eligible (vested) after ten years of service to receive benefits under the new plan and may opt for an actuarially reduced benefit as early as age 55.

Programs (Continued)

Retirement, and a State Employment Development Department representative will make presentations and will respond to questions.

All employees facing layoff who seek job placement assistance should complete and return the referral information sheet that will be distributed by your department to the address indicated as soon as possible. Any questions should be addressed to the employee's departmental personnel office.

Night Board Meetings Continue

In an effort to expand public participation in County government, the Board of Supervisors has decided to continue for six months an experimental policy of holding night meetings, but only on those Tuesdays immediately following a three-day weekend.

For the past six months, the Board has been meeting at night on the fourth Tuesday of each month to allow working people the opportunity to attend the meetings, which are normally held downtown in the Hall of Administration during the day.

To further the concept of public participation, the Board is also currently considering the possibility of holding night meetings in each of the Supervisorial Districts once each year on a rotating basis, beginning with the First District and ending with the Fifth District.

County of Los Angeles
DIGEST
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Salary (Continued)

Health Insurance

- July 1, 1981—The County's maximum contribution will increase to \$132 per month.
- July 1, 1982—50/50 sharing of premium increases over \$132 per month.
- In addition, mental health coverage will be added to the Kaiser plan effective September 1, 1981.

Dental Plan

- Fully paid dental coverage for employee and dependents.

Holidays

- February 12, Lincoln's birthday, will be eliminated as a holiday in favor of the day after Thanksgiving, and September 9, Admission Day, will be eliminated in favor of a floating holiday.
- On a one-time only basis, a floating holiday will be granted in consideration for the fact that July 4, 1981, fell on a Saturday. The Board also agreed to sponsor legislation to permit the Friday observance of Saturday holidays for the County and the courts.

Sick Leave

- Sick leave accrual based on active service, except in case of leave for disability resulting from nonindustrial illness, injury, or pregnancy.
- Buy-back option increased to three days each six months.

Bilingual Pay

- July 1, 1981—\$5 per month increase.

The settlements with employee unions should provide labor stability during the critical months ahead.

In the face of a short-fall in revenue from the State and our own stringent 1981-82 Fiscal Year Budget, it is a positive step that a number of bargaining units have agreed to raise productivity levels. It is important that each member of the County work force carry out his or her job responsibilities to the highest degree possible.