



# DIGEST

## EMPLOYEES ASK ABOUT NEW RETIREMENT PLAN E

In the November issue of the Digest employees were invited to send questions to the Editor about County operations. Most questions received were about the optional non-contributory retirement plan. Here are responses to typical questions asked.

**Question:** I am interested in Plan E. I have heard that the Plan is good for short-term employees and for lower-paid employees. What is your response to this?

**Response:** Plan E is non-contributory. This means that employees who participate do not have to make a salary deduction for a retirement plan. Plan E is just as applicable to high-paid employees as it is to low-paid employees. Plan E is actually designed for long-term career employees. It replaces 70% of final compensation for a retiring employee at age 65 with 35 years of service. Employees earn retirement benefits at the rate of 2% for each

year of service at age 65; so an employee at that age with 30 years of service would be eligible for a 60% pension. Early retirements are possible too, but they are actuarially reduced.

**Question:** How can I figure out exactly how Plan E would affect me?

**Response:** During the month of December, the Treasurer-Tax Collector, who administers the County's retirement program, will provide each employee with a fact sheet on Plan E. The fact sheet will list various ages at which employees can retire and show the specific amount of benefits that employees would receive if they were in

terest earnings, can be withdrawn by employees who opt for Plan E. Additionally, you may check your paycheck stub to see how much you are contributing to your current plan. This amount would be added to your take-home pay if you choose to participate in Plan E.

**Question:** Is it true that the retirement benefit provided by Plan E is actually lower than that provided by the other retirement plans?

**Response:** Yes, this is true. However, what must be considered is that all of the other plans require employee contributions. One half of the benefits provided by Plan D, for example, are paid

### Examples Of How Your Deferred Compensation Or Individual Retirement Account Contributions Can Grow (Between Now and Age 65)

Future Value of \$38.46 Weekly (\$2,000 yearly)				Future Value of \$25 Weekly (\$1,300 yearly)				Future Value of \$10 Weekly (\$520 yearly)			
Age	at 12%	at 10%	at 8%	Age	at 12%	at 10%	at 8%	Age	at 12%	at 10%	at 8%
30	\$1,149,429	\$668,255	\$398,201	30	\$ 747,159	\$434,383	\$258,841	30	\$ 298,863	\$173,753	\$103,536
35	\$ 618,127	\$394,667	\$257,206	35	\$ 401,799	\$256,544	\$167,191	35	\$ 160,720	\$102,618	\$ 66,876
40	\$ 328,933	\$229,864	\$163,213	40	\$ 213,815	\$149,418	\$106,093	40	\$ 85,526	\$ 59,767	\$ 42,437
45	\$ 171,521	\$130,591	\$100,554	45	\$ 111,493	\$ 84,888	\$ 65,363	45	\$ 44,597	\$ 33,955	\$ 26,145
50	\$ 85,840	\$ 70,791	\$ 58,784	50	\$ 55,798	\$ 46,016	\$ 38,211	50	\$ 22,319	\$ 18,407	\$ 15,284

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Plan A, B, C, D or E. Additionally, the Treasurer-Tax Collector will provide employees with a statement showing how much money they have on deposit with the Retirement system in their current plans. All of this money, which includes both employee contributions and in-

for by employee contributions. These contributions which employees make to Plan D are not tax-deductible. That means employees pay for Plan D with dollars they have left after taxes. An employee in Plan D who is now contrib-  
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## Land Development Center Open

A new "one-stop" County Land Development Coordinating Center is now open for business in Room 1360 of the Hall of Records, 320 West Temple Street, in downtown Los Angeles.

The CLDCC is designed to streamline Los Angeles County development approval procedures by providing information, advice, and guidance to individuals and developers on the requirements involved in processing plan amendments, zone changes, variances, conditional use permits, and subdivisions, according to Supervisor Mike Antonovich, who spearheaded this innovative concept.

The "one-stop" center is staffed by personnel from Regional Planning, County Engineer-Facilities, Road, Flood Control and Forester and Fire Warden. A telephone "hot line" will connect the CLDCC with other departments involved in the permit procedure, such as Parks and Recreation, Sanitation, Health Services and County Counsel, Antonovich said.

This centralization of the primary County departments dealing with development into one office is expected to cut processing time by three to eight months, he explained. For every month saved in delay, the builder will save approximately two percent in the cost of the structure, which means up to \$16,000 on a \$100,000 unit, due to cutting the "cost of delay" in obtaining all the required building development permits. \* For information, call the County Land Development Coordinating Center at (213) 974-6411.

County of Los Angeles

### DIGEST

#### EDITORIAL BOARD

**HARRY L. HUFFORD**  
Chief Administrative Officer  
Director of Personnel

**GEORGE TICE**  
President  
County Management Council

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Room 358, Hall of Administration  
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Telephone: 974-1311

## Employee Questions

(Continued from page 1)

uting \$100 monthly to his retirement plan would have anywhere from \$125 to \$200 per month that could be invested in the County's Deferred Compensation program or in the new Individual Retirement Accounts which are being advertised by banks and savings and loan associations without affecting take-home pay. Check the State and Federal tax deductions on your payroll stub to figure out what percentage of your salary is now going to taxes. Keep in mind also that the last dollars into your paycheck are being taxed at a higher rate than your over-all salary is taxed.

The accompanying chart displays how you can supplement your retirement by contributions to an individual retirement account or the County's Deferred Compensation program. Since contributions to this type of account are made with pre-tax instead of after-tax dollars, it should be clear from the data that a large number of County employees would be able to greatly enhance their retirement situation by participation in Plan E plus Deferred Compensation (or an IRA) as opposed to remaining in their current retirement plans.

**Question:** I participated in a meeting on Plan E, and it was stated that because the long-term disability program which supplements Plan E is established by ordinance rather than in the Government Code, it could be changed or revoked and that the disability protections are not adequate. Could you discuss this.

**Response:** The long-term disability program is established pursuant to the fringe benefit memorandum of understanding and, therefore, cannot be changed or revoked without prior negotiations with the certified employee organizations. The only difference that would exist if the plan were in the Government Code is that the County would have to seek enabling legislation from the State subsequent to these negotiations. The protection for employees is comparable to most private sector major corporation plans we reviewed. Additionally, for the shorter-term, totally disabled employee, the benefits of the long-term disability program are greater than provided under the current retirement plans. This includes Plans A, B, C, and D.

**Question:** I have been told that the

## Retirees...

The following people have retired in recent months after more than thirty years of service to the County:

**Fire:** Raymond Masters, Raymond Leach, Ernest S. Buttery.

**Parks and Recreation:** Rudolpho D. Contreras, Herman Clements, Lefis Alford Williams.

**Health Services:** Sally Grace Gonzales, Thelma M. Howell, Lois E. Williams, W. Lorene Batovsky, Mary M. Paskel, William L. Wiley.

**Sheriff:** Albert Adler, Forrest O. Burtin, Frank D. DeBarnardi.

**Also:** Archie J. Quincey, Jr., Animal Control; Robert L. Haley, Public Library; Max K. Crider, Road; Will Farris, Mechanical; Charlotte Moore, Building Services; Annie G. Porter, DPSS; Joseph Solomon, Probation; James O. Lapham, Marshal.

The following have retired with over twenty-five years of County service:

Guy P. Flesher, David E. Parker, Leland R. Lord, Sheriff; Samuel L. Boucher, Johnny J. Bazen, Engineer; Edwin J. Bousquet, DPSS; Mary L. Chase, Municipal Court; Charles Watson, Flood Control; William Bidgood, Health Services; Hattie Ellis, Probation; Rodolfo Flores, Helen Kelley, Road; Robert L. Ramlo, SCAQMD.

County may withdraw from Social Security. How will this affect Plan E participants.

**Response:** The County Board of Supervisors has ordered a study regarding withdrawal from Social Security. All General member retirement plans are currently covered by Social Security. With the exception of approximately 7,000 General member employees who were in the County service prior to our integration with Social Security in 1964, all County General member employees in Plans A, B, C and D are now covered by and contribute to Social Security. Prior to withdrawal from Social Security, the County is obligated to meet and confer on replacement benefits. These meet and confer sessions, or negotiations, would take place in relationship to Plan E in the same manner as all other plans. In other words, whatever plan you are in should not matter. Prior to withdrawal from Social Security, the County would be negotiating reasonable replacement benefits with the coalitions of County unions.

## Edelman Tells of Accomplishments as Board Chairman

At a year-end press conference held to discuss his accomplishments as Chairman of the Los Angeles County Board of Supervisors, Ed Edelman listed successes in the three areas he identified as his "top priorities" when he assumed the chairmanship in December, 1980.

"I am pleased to end my chairmanship by discussing not just what I wanted to attempt during my term, but by discussing what has been accomplished. There were numerous proposals for dealing with priority issues; what I'm pleased about are my results.

### REDUCTION OF VIOLENT CRIME.

"When I assumed the Chairmanship, Los Angeles had the infamous distinction of being the murder capital of the nation. People were, and still are, shocked by the violent killings that seem to be occurring at random.

"In the past five years, homicides have increased in Los Angeles by 79 percent. We have 33 percent of the state population, but 48 percent of the murders. In 1980, the number of homicides in Los Angeles County rose to 1,730.

"I have learned that there are no simple, single solutions to our crime problems. Each requires a concerted and comprehensive approach. Our concern about crime must be matched by our willingness to commit resources to combat it.

"I was very happy to win Board support to allocate more than \$12 million to stem our crime epidemic. Approximately \$9.6 million has been used to fund my 14-Point Action Plan to fight violent crime. Specifically, this action plan calls for:

- Helping the Sheriff's Department recruit deputies;
- Creating additional jail space;
- Establishing three additional juvenile justice centers;
- Expanding four District Attorney programs, including Operation Hardcore and the Career Criminal Program, which deal with toughened criminals;
- Authorizing means to protect witnesses from intimidation;

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## Schabarum Lists Goals As New Chairman

Supervisor Pete Schabarum assumed the chairmanship of the Board of Supervisors on December 8, 1981. Following is the text of his remarks delivered at the Board meeting that day.

Government is a trust, the officers of the government are trustees and both are created for the benefit of the people. We must, from time to time, reassess our role as trustees to consider where we are going and why.

In our democracy, the people determine what is right. The people were right in 1978 when they demanded and supported Proposition 13 and Proposition 4.

The people were right in 1978 when they demanded and supported County Proposition A which ordered outside contracting.

The people were also right in 1978 when they eliminated the prevailing wage, and they were right in 1980 when they demanded and supported reforms in our civil service system.

In the past half century, this country has seen a decline and fall of the American citizen as a person in charge of his or her own destiny through the unimpeded growth of insensitive governments in our cities, our county, our state and in our federal bureaucracy. The people were right when they said enough, stop.

The return to citizen control will be long and painful. We are not there yet. But we are on the road and we shall not alter our present course. It will not be done immediately, but we shall succeed. It is imperative that we not be disenfranchised by listening to the naysayers, those who criticize what we are now building, because many of those same critics are creators of the problem and are not part of the solution.

The old ideas simply did not work. The people knew that long ago. As we now start with new ideas, it is fitting that we reaffirm our commitment to continuing and fostering the people's work. Our efforts will be directed towards:

1. Lean but compassionate government

2. Volunteerism to bridge the gaps left when government programs have failed.
3. Justice which is swift and which places rekindled emphasis on those who live within society's rules
4. A greater and lasting role for the private sector.
5. New initiatives in the management of personnel and resources

The last few months have seen the blossoming of what has been germinating for the past few years. The job is not done, but we have made good progress and the people should be encouraged.

I am proud to assume the chairmanship of this Board; in effect, I am assuming the chairmanship with high expectations of many good works being accomplished.



Television star Larry Hagman, who plays the oldest brother "J.R." on the "Dallas" series, takes time out from recent filming to visit with two brothers Vincent, age 10 and Rudy, age 9, who are under the care of the L.A. County Department of Adoptions. The young brothers, who need to be placed together with an adoptive family, were treated to a behind-the-scenes glimpse of the "Dallas" Ewing brothers in action. For information on Rudy, Vincent and other children available for adoption, phone "Applicant Intake" at the L.A. County Department of Adoptions 738-4577.

## Edelman Accomplishments

(Continued from page 3)

- Augmenting or initiating four Probation Department programs, including a new School Crime Suppression project and opening additional camp and detention facilities to relieve extreme overcrowding;
- Adoption of a policy for judges to review the status of certain serious offenders before they are released into the community; and
- Establishing a Countywide Criminal Justice Coordination Committee.

"To cope with the critical problem of youth gangs, I brought before the Board a novel anti-gang program which included formation of the Community Youth Gang Services Project; additional funding for the Sheriff's Operation Safe Streets and the District Attorney's Operation Hardcore; and creation of the Probation Department's Specialized Gang Supervision Project.

"The program has been successful in reducing gang-related homicides 62 percent in targeted areas of high gang concentration within the Sheriff's jurisdiction of Los Angeles County.

"I am delighted that the City of Los Angeles recently committed approximately \$860,000 to fund six Community Youth Gang Services Project 'crisis intervention' teams to work in South Los Angeles, Central Los Angeles, Venice, and the San Fernando Valley. These teams will join with those of the County, which are currently active in Pico Rivera, Lynwood, East Los Angeles, Lennox and Norwalk.

**HOUSING.** "When I assumed the Chairmanship, one of the most serious problems facing County residents was the severe shortage of affordable housing.

In these times of skyrocketing inflation, senior citizens and those who must live on fixed incomes shoulder the heaviest burden.

"To help ease the rental housing crisis facing the County, I proposed a novel partnership between the government and private enterprise. My tax-exempt bond financing program which was approved by the Board gives incentives to private developers to build affordable rental housing through the use of lower finance costs, faster processing, lower land costs and greater density. Under this plan, some 10,000 rental

## Woman Pilots Sheriff Helicopters

"It's a typical American success story," Sheriff Pitchess stated as he pinned pilot's wings on Deputy Julie Cabe's uniform blouse. Cabe is now assigned to pilot Sheriff's Department helicopters as the first full-time female law enforcement officer to do so in the nation's history.

"Deputy Cabe is praiseworthy not only because she has pioneered in an area almost exclusively dominated by



units could be built within the next three to five years.

"This program provides developers with construction and mortgage loans at interest rates substantially below conventional market rates for multi-unit rental projects. Several proposals have already been received and are now being reviewed by the Department of Community Development.

**REVENUE.** "I predicted late in 1980 that because the state surplus continued to dwindle, the County would face a serious revenue shortfall this year.

"The surplus we long relied upon is gone, and the budget adopted reflects that. Our duty now is to develop ways to fund areas of critical need, such as health care."

"As a result of a motion I introduced to the Board, we are now studying the leasing of valuable County-owned land worth \$100 million to return an 'income stream' to the County.

"In the past, County-owned land has been sold for one-time revenue only.

males, but because she has become a pilot as a direct result of her personal commitment to accomplish that task.

"She trained on her own," Pitchess added, "and at her own expense. She identified the Aero Bureau as an arm of law enforcement that appealed to her, and she worked tirelessly to become skilled so that she could be assigned to the Bureau as a pilot."

Julie was enthusiastic when asked about her new job. "I have a lot to learn. There are so many things we can now do with helicopters, and many unexplored areas that have potential. I want to be part of that effort to develop and expand the positive uses of helicopters in law enforcement. I am very happy and thankful for this opportunity."

Pilots and crews assigned to the Sheriff's Aero Bureau log over 11,000 flight hours annually and account for over 600 self-initiated arrests. Deputy Cabe will be flying one of the 18 aircraft that comprise the Sheriff's Department's Aero Bureau. She will help patrol the 3200 square miles the Department polices and help to ensure the safety of the nearly two million residents served.

Deputy Cabe is currently assigned to pilot a Hughes 300 helicopter as Aerial Ground Unit Support or more simply as a support unit for patrol and detective units. Helicopters have for years been invaluable "eyes in the skies" to ground units, particularly in armed robberies and burglaries, narcotics surveillance and vehicle and foot pursuit incidents.

Prior to her assignment to the Aero Bureau, Deputy Cabe worked at Carson Station as a training and traffic deputy.

While selling such property helps meet a single year's budget needs, once sold, the value of the property is lost to us forever.

"I have also worked to force the State of California to assume its fair share of the health care costs for all County residents, including undocumented workers. A lawsuit in Superior Court, introduced at my request, would require equitable sharing of health care costs for a class of recipients whose entry and needs we have no control. Currently, the County's taxpayers bear this cost alone.