



DIGEST

Social Security Withdrawal Developments

The County of Los Angeles withdrew from Social Security on December 31, 1982. Negotiations on the impact of Social Security withdrawal have been in progress since June of last year. Although these efforts have involved both mediation and fact-finding there is no agreement at this time.

Negotiations will resume with employee representatives on January 13, 1983. Since there is no agreement, the County's last offer in the areas of death and disability benefits has been temporarily extended to those employees who after December 31, 1982, fail to qualify for Social Security death or disability benefits, solely as a result of the County's withdrawal from the Social Security system. Pending completion of negotiations on the impact of Social Security withdrawal, this will provide interim protection for those few employees who might require it.

Effective December 31, 1982, any employee who was employed by the County, Marshal, Municipal Court, Superior Court, Flood Control District, or Fire Protection District, on December 30, 1982, and who remains in continuous employment after that date, and who dies or becomes disabled and who is not eligible to receive Social Se-

curity disability benefits, or whose spouse and/or minor children are not eligible to receive Social Security survivors benefits solely because the County of Los Angeles withdrew from the Social Security System on December 31, 1982, shall be eligible for the following:

1. County-paid Group Term Life Insurance equal to \$15,000.
2. County-paid Accidental Death and Dismemberment Insurance for employee only equal to two times salary not to exceed \$75,000.
3. County-paid disability and survivor benefits as provided under existing County sponsored Long-Term Disability and Survivor Benefit Plan.

The Long-Term Disability and Survivor Benefit Plan is the same plan that now applies to Plan E members. Extension of these interim benefits waives the five-year service requirement for nonservice-connected disabilities and deaths.

All other retirement benefits on service after December 31, 1982 will follow the benefit structure for employees who elected to stay out of Social Security when the County entered the system in 1964. This will eliminate the current one-third reduction in employee contributions on the first \$350.00 of monthly earnings under Plans A, B and C and the current one-third reduction on the first \$1,050 of monthly earnings under Plan D. Plan E will remain non-contributory.

The retirement contribution rates for some County employees will be lower than in the past. Past contribution rates were based upon the 1981-83 fringe

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New District Attorney Appointed by Board



Mr. Robert Philibosian

After an absence of nearly four years Mr. Robert Philibosian has returned to county service.

The former Deputy District Attorney was appointed effective January 3, 1983, by the Board of Supervisors to the top position in the office. The new District Attorney heads the largest local prosecuting agency in the country. Mr. Philibosian said that he was "grateful and humble" for the appointment.

"The District Attorney must be a bold, strong leader, a vigorous advocate and a proven administrator," Mr. Philibosian said. His background as a trial lawyer and as an administrator should serve him well in his new office.

From 1968 to 1979, Mr. Philibosian was a Deputy District Attorney for Los Angeles County. He served as Head Deputy District Attorney in charge of the Van Nuys branch office. His career

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Mr. Robert Philibosian Is New District Attorney

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in the District Attorney's Office included assignments throughout the County in misdemeanor and felony trials; the Special Investigation Division; as Special Assistant to the Head of the Juvenile Division; and as Assistant Head Deputy in the Central Complaint Division and in the Van Nuys Branch Office.

For the past four years, Mr. Philibosian was with the California Department of Justice, first as Chief Assistant Attorney General in charge of the Criminal Law Division. As Chief Assistant, Mr. Philibosian supervised two hundred lawyers, seventy special investigators and support personnel, assigned in four offices statewide.

The Criminal Law Division prosecutes all criminal appeals in the state, local trials when the District Attorney is not able to prosecute, crimes committed by state prison inmates, and matters of discipline of judges before the Judicial Performance Commission. In 1982, as Chief Deputy Attorney General, Mr. Philibosian directed the day-to-day operation of the Department of Justice with its staff of twenty-nine

hundred employees and a budget of over 130 million dollars. He initiated and directed the preparation of the Attorney General's Guide to the Victims' Bill of Rights, a 180 page manual of advice to District Attorneys and Law Enforcement Officers on the implementation of Proposition 8. He is a co-author of the California Uniform Crime Charging Manual and has lectured to police and prosecutor training sessions.

Mr. Philibosian holds a Juris Doctor degree from Southwestern University Law School, and a BA in Political Science from Stanford University. He is a member of the Executive Committee of the Los Angeles County Peace Officers Association, the California District Attorneys Association, the National District Attorney Association, and the Los Angeles County Bar Association. He serves on the Los Angeles County Criminal Justice group and on a number of statewide criminal justice planning and advisory committees.

The new District Attorney was born in San Diego and now lives in the San Fernando Valley town of Tarzana with his wife Nancy, and their two children, Janet, 11 and Robert, 9.

Social Security Update

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benefit Memorandum of Understanding. An actuarial survey and report by a private firm has been adopted by the Los Angeles County Board of Supervisors to be effective July 1, 1982. The contribution rates as recommended by the actuary are somewhat lower than those contained in the Memorandum of Understanding.

Employees will now pay retirement contributions based on the lower of (a) the negotiated contribution rates contained in the 1981-83 benefit Memorandum of Understanding or (b) the contribution rates contained in the evaluation of the actuary. Any reduction in contribution rates will be retroactive to July 1, 1982.

It's . . .

Dr. Martin Luther King, Jr. Week

The Los Angeles County Board of Supervisors has declared the week of January 9 to 15, 1983 as Dr. Martin Luther King, Jr. Week.

January 15 will be the 54th anniversary of the birth of the late Dr. Martin Luther King, Jr., who was killed at the age of 39 years by an assassin.

"All citizens throughout the County are urged to participate in appropriate ceremonies in the schools, public offices and religious institutions in honor of the great civil rights leader and humanitarian," Supervisor Kenneth Hahn said, "Dr. King gave his life for the cause of freedom. His impact on America is still felt in the search for a society where one can live and work together for the good of all."

The public is invited to attend a ceremony commemorating the anniversary of the birth of King on Wednesday, January 12 at 2:00 p.m. at the Jesse Owens County Park, located at 98th and Western Avenue.

At the ceremony, students attending Henry Clay Junior High School and Washington High School will speak on Dr. King's dream. A student attending

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County of Los Angeles

DIGEST

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Building Services Employees Award Scholarships To College Students

A committee of Building Services employees has awarded partial scholarships to dependents of permanent employees of the department toward the maintenance of their first year of study in an accredited college since May of 1977. Three of the scholarships of \$500 each are awarded yearly, and fifteen (15) scholarships have been awarded so far by the committee for a total of \$7,500.00.

The scholarships are awarded in May of each year with the deadline for applications being the previous March first. All candidates must have maintained at least a "B" average from the second semester of their sophomore year through the first semester of their senior year of high school.

The Scholarship Fund is supported primarily by County employees who designate contributions through United Way/AID or Brotherhood Crusade.

Retirees...

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

General Hospital: Waurena Winters, Fannie Broadnax, Minnie B. Jones, Scottie B. Moore.

DPSS: Alice C. Gaytan, Freetie H. Parchman.

Road: Frank Alesi, Donald A. Buchwald, Jaime Zuker.

Parks & Recreation: Herbert H. Endsley, Milton A. Jamieson.

Probation: Paul Guerrero, Seth Rhiner.

Mental Health: Glenn H. Hymer, Arthur A. Rosen.

Also: John R. Eckstrom, Fire: Milan P. Ploss, Mechanical; Charles F. McCurdy, Marshal; James N. Wheatley, Sheriff; Von N. Meitman, Engineer; Jack P. Berman, Assessor; Ola Ree Cato, Harbor General Hospital; Opal R. Mims, Health Services; Joe Vasquez, Medical Center; Edward S. Wallin, County Clerk; Robert Witt, Rancho Los Amigos; Eladio Carillo, Jr., Fire Protection; Frank A. Vacio, Public Defender; Felicia M. Titus, Military and Veteran Affairs:



Harbor Patrol Officers from left to right: Paul Carbalho, Robert Cordoza, and Clarence Cabell successfully completed the Harbor Patrol Cadet Training Program. Not pictured are Officers Richard Laughon and Wayne Yoshimara.

Former Civilian County Employees Now Harbor Patrol Officers

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

Sheriff: Donald Leroy Givens, Howard C. Crusan, Evan R. Dilks, Griffith R. Morrison.

Fire: Russell F. Hill, George Peterson, James R. Courtney, Anthony Rivas, Jack T. Sisemore.

Health Services: Henry L. Masters, Annise Broadnax, David Harkavy, Jesus Ramirez.

DPSS: Paul Sjerou, Lucille Belcher, Clemmye Crawford.

General Hospital: Bernice L. Jones, Lucy Mazor, Lurine Yerger.

Also: G. Raymond Cushman, Regional Planning; Henry Armstrong, Jr., USC Medical Center; Rose A. Brooks, Rancho Los Amigos; Dorothy Clements, Harbor General; Clyde W. Davis, Antelope Valley Rehabilitation; Ernestine Foley, Medical Center; Sam E. Fryer, L.A. Municipal Courts; Dorothy Perry, Medical Center Administration; Charles Rumfola, Registrar Recorder.

Thanks to their own efforts and to the Harbor Patrol Cadet Training Program, five former civilian County employees are now fully-sworn Harbor Patrol Officers.

The Program was implemented in September 1980, by the Los Angeles County Department of Small Craft Harbors, in conjunction with the Office of Affirmative Action Compliance and the Department of Personnel. The program was developed to provide the opportunity to women and minorities to qualify for positions in the Harbor Patrol Officer classification. The basic principle of the training program was to create a readily available pool of minority and female candidates to draw from as positions of Harbor Patrol Officer became available.

The candidates were County employees who had previously demonstrated high interest and capabilities to excel in areas beyond the scope of their present employment. Candidates

were located and screened by the Department of Personnel.

The program utilizes existing funds through the County's Career Development Program (CDP). The CDP enables permanent County employees to avail themselves of training programs and to be paid on the basis of their regular positions while enrolled in the program.

The trainees received 26 weeks of on-the-job training divided into two phases. Phase One was a daytime training course designed to give basic instruction on patrol boat operation. It included classroom lectures, practical application and on-the-job training. Phase Two was a nighttime training course designed to give advanced instruction in law enforcement situations and search and rescue techniques.

The County received a National Association of Counties Award (NACO) in 1982 for the program.



Sheriff Sherman Block examines new Departmental microcomputer as William Godbout looks on.

New Computer Center For Sheriff

Sheriff Sherman Block announced recently that, "State of the art computer technology has been acquired by the Sheriff's Department to aid in criminal investigations." In an unveiling ceremony, Sheriff Block accepted the donation of a microcomputer from William Godbout, president of Godbout Electronics of Oakland, California.

The \$15,000.00 "Compupro System 816" has been integrated into several other analysis systems housed in the Special Investigations Unit and will be used primarily in voice identification.

"Mr. Godbout and Godbout Electronics have given us a means to bring the latest technology to the investigation of kidnappings, bomb threats and

extortions, as well as aiding the Sheriff's Department in becoming one of the first law enforcement agencies capable of in-house programming," said Sheriff Block.

In addition to voice identification, the microcomputer is capable of gunshot analysis, tape authentication, and pitch analysis. The new computer, which is partially operational now, is being programmed and will be fully functional in the next several months.

"My gratitude and appreciation, on behalf of the citizens of Los Angeles County, go to Mr. Godbout. His generosity will help the Sheriff's Department in its ongoing effort to provide the best law enforcement available anywhere," Sheriff Block said.

Dr. Martin Luther King, Jr. Week To Be Celebrated At County Park

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Southwest Community College will speak on the life of Olympic champion Jesse Owens, for whom the park is named.

As part of the program, the start of the reconstruction of the Jesse Owens

Park indoor/outdoor swimming pool, the first of its kind ever built by the County, will be noted. The pool will provide for year-round swimming lessons and recreation for the family and school use for physical education classes.

Daytime Cleaning Enhances Energy Conservation Efforts

Daytime cleaning is now an integral part of the County's energy conservation efforts.

The Department of Building Services, in coordination with the Chief Administrative Office, and the cooperation of the Mechanical Department, recently implemented a Board Order to convert as many County facilities as feasible to daytime cleaning. It is anticipated that this action will result in a significant cost avoidance to the County's utility budget.

The County has been active in energy conservation since 1973. Successful projects have included: automating the monitoring of heating, ventilating, and air conditioning systems; adjusting light levels; installing more efficient equipment; replacing incandescent lighting with more efficient systems; and washing lighting fixtures.

Such efforts have held increases to the County's utility budget to 46% and natural gas rates rose 60% during the same period. Conversion to daytime cleaning can, on the average, reduce energy consumption by approximately 10% per facility.

The Master Daytime Cleaning Schedule, consisting of several phases, called for daytime cleaning services at 53 County facilities between October 18 and December 6, 1982. Phase two, now being finalized, will include approximately 70 facilities; implementation will begin early this year.

Consumer Affairs Gives Small Claims Advice

County residents needing advice or assistance with Small Claims Court questions can now obtain such service free through the Department of Consumer Affairs Small Claims Court Advisor Program. Trained counselors are available to help with such questions as who can file a Small Claims Court case, where to file, how to file, and what to expect in court.

Persons needing Small Claims Court assistance are encouraged to call (213) 974-9759, or to come in person to the Hall of Administration, 500 West Temple Street, Room B-96. The program operates Monday through Friday, 8:00 a.m. to 5:00 p.m.