



DIGEST

"No-Strike" Guidelines Being Developed

On January 10, 1983, County employees received notice of the content of "Proposition A," the new "No-Strike" amendment to the County Charter passed by the voters on November 2, 1982. This informational material outlined the prohibited activities of employees, applicable presumptions, penalties, and the procedural and appellate rights of employees.

The Employee Relations Division of the Chief Administrative Office, working with County departments, is developing procedural guidelines to implement and administer the "No-Strike" amendment to the County Charter. These guidelines should be completed sometime in February, and County unions contacted and consulted regarding them shortly thereafter.

The impact of the "No-Strike" amendment on the County and its employee relations programs depends largely on how all parties—management, employees and employee organizations—deal with it. The County is confident that during the months ahead any concerns regarding this Charter amendment can be alleviated by full and open communication among all of the parties.

Therefore, in addition to consulting with employee organizations and in a continuing effort to keep County employees informed, the County will publish the "No-Strike" administration procedure and guidelines in the County Digest.

FEBRUARY 25

1983

Volume 17 Number 4

BOARD COPES WITH COUNTY BUDGET

The budget facts are these:

- The County will face a revenue shortfall of \$93.6 million in fiscal year 1983-84, based on a conservative estimate which assumes limited revenue growth and no increase in positions, no general County salary movement, no increase in supplies, and other reductions and adjustments.
- Economic indicators were down during 1982 but may improve some during 1983. However, the prospect of State and Federal tax increases large enough to change the County's revenue picture seems remote.
- During 1982, many workers across the nation agreed to give-backs and wage reductions to protect their job security.
- Unemployment is high and is likely to remain high until late 1984 according to most economists.
- The good news is that inflation seems to be under control. By year's end, the annual rate of increase in the Consumer Price Index had dropped in the Los Angeles Metropolitan Area to the extent that we are now paying virtually the same prices to meet our daily needs as the year before.

To cope with the revenue shortfall, and in view of the economic facts, on February 3, 1983, County Administrative Officer Harry L. Hufford presented a laundry list of possible belt-tightening measures to the Board of Supervisors. In addition to recommending target budget curtailments of 11% during fiscal year 1983-1984 for most County departments, he outlined several alternative courses of action that the Board may wish to consider:

- Negotiated agreement with the Board of Investments to reduce the retirement contribution to be offset through increased earnings from re-financing lease purchase agreements.
- Temporary use of Workers' Compensation Trust Fund Reserves.
- Negotiated pay cuts for County employees to save some jobs.
- Mandatory work furloughs for most employees.
- Sale of surplus County property.

In the course of making his presentation Mr. Hufford pointed out that

"The Board has no independent revenue source and only limited reserves so, in the absence of further legislative relief, you have no alternative but to reduce services to the level of available revenues."

By law the County must have a balanced budget. The next few months will determine which alternatives the Board will choose to accomplish that.

Hall Of Administration Blood Drive Scheduled

TUESDAY, MARCH 1, 1983
HOURS: 8:30 A.M.—1:15 P.M.

AND

THURSDAY, MARCH 3, 1983
HOURS: 8:30 A.M.—1:15 P.M.

Location For Both Dates:
B85—F, G, & H—Hall of Administration

To schedule a donor appointment or for further information please contact:

LULA ULLOA 974-2509

Tax Status of Individual Retirement and Deferred Compensation Plans For Los Angeles County Employees

INDIVIDUAL RETIREMENT PLANS

Current Tax Rules:

The Federal and State rules differ.

— *Federal Rules:* Effective January 1, 1982, individuals can exclude up to \$2,000 of current income from gross income in the current tax year if the income is deposited in an IRA. The limit for couples filing a joint return is \$2,250 if one spouse does not work; \$4,000 if both work. Interest earned on an IRA in the current year is not reportable. Withdrawal of funds from an IRA is subject to penalties and causes the withdrawn funds to become taxable in the current year if the funds are not rolled over into an IRA. Either the employee or the employer must deposit funds in the IRA. Any employee who is a member of a government retirement plan may set up an IRA and realize all of the tax benefits and exemptions provided persons who are not members of such plans. This includes all current County employees.

— *State Rules:* Under State tax rules, employees covered by a govern-

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County of Los Angeles

DIGEST

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United States Treasury officials Mr. Myron Schy, left, and Mr. Thomas Madara, fourth from left, thank Board of Supervisors for Los Angeles County being the lead-off County in nation-wide bond campaign.

L.A. COUNTY LEADS OFF NATIONWIDE BONDS CAMPAIGN

At their Board meeting on February 15, members of the Board of Supervisors received lapel pins from U.S. Treasury representatives.

"As Chairman of the County Bond Campaign, I am proud to wear this pin which symbolizes our objective of trying to make every County employee aware of the advantage of Savings

Bonds," said Supervisor Michael D. Antonovich.

Los Angeles County leads off the nation-wide U.S. Savings Bonds Campaign. The U.S. Treasury Department has asked for copies of the February 10 issue of the Digest (devoted entirely to the Savings Bond Campaign). The Department plans to distribute them throughout the nation.

COMMON SENSE MEASURES FOR PREVENTING THEFT OF YOUR CAR AND VALUABLES

In recent months crimes against individuals and personal property have shown marked increases, and this is indeed unfortunate because many of these crimes could easily have been prevented if the victim had only used a little common sense.

Each day we hear about more and more burglaries and as a result many of us have taken steps to improve the physical security of our homes. When everything appears to be under control at home, many of us tend to relax thinking we have become secure against the invasion of a criminal. We know that most criminal attacks against

homes come while the owners are away, because empty homes always make the best targets. However, did you ever stop to think that you too make a good target, especially when you are away from home?

Each time you leave home, you, your family and your personal vehicle become more vulnerable to attack by the criminal element in our society. As with home security, your best defense against becoming the victim of a crime is common sense. Thinking ahead and practicing a few simple safety rules can greatly reduce your chances of being

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Preventing Theft

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victimized by a criminal while you are away from home.

Once you leave your home, whether driving to work, on a short trip or just on a shopping expedition, there are certain points you should keep in mind. As soon as you are in your car, lock all doors to ensure security. This practice offers a double benefit, for not only does it prevent an unwanted person from getting in with you, it also prevents youngsters in the back seat from accidentally opening a door and falling out while the vehicle is in motion. In addition, should you become involved in an accident, locked doors are much less likely to fly open than are unlocked doors.

Locked doors increase vehicle security, but are not the complete solution to the problem. In addition to keeping the door locked, the safety-minded driver also keeps all windows closed, except for those next to occupants which may be left open for ventilation and air circulation.

Once the vehicle is secure, the next step toward a safe trip is to travel as much as possible along main roads and highways. Always avoid unfamiliar short-cuts that inevitably lead you along back roads that few others travel.

By staying on main roads, there will be others passing by should you need assistance. In addition, criminals normally limit their activities to those areas where few witnesses are around.

While on the road, one should never pick up hitch-hikers. This warning has been repeated thousands of times in recent years, yet everyday countless people pull to the side of the road to pick up someone they have never seen before and will never see again. Such drivers are just asking for trouble, and each day many of them find it. Stopping to pick up someone you do not know is a very hazardous practice!

While on the road, you may at one time or another experience a mechanical problem with your car. If you can make it to a nearby service station, you should make every effort to do so. Unfortunately, this is not always possible, so once again, common sense is your best companion when your car becomes disabled.

If an emergency call box or other type of telephone is available, park your car well out of the traffic lanes, but within sight of the roadway. Before leaving your vehicle, roll up all the windows and then lock all doors before proceeding to the telephone and calling for assistance.

Should your vehicle become disabled where no telephone is available, park well outside the traffic lanes, lift your hood and then remain locked inside your car until help arrives. If it is after dark, your parking lights or emergency flashers should be used to attract the attention of passing motorists.

When someone does stop to offer assistance, ask the person to go and make a telephone call for you. It is never a good idea to climb into the car of a perfect stranger and drive off to some unknown location. Even if the individual who offers the ride is perfectly all right, after making your call, you may well find yourself stranded in some strange location, separated from your car.

When arriving at your destination, try to park your car where it is open to public view. If it is already after dusk or if you will be returning to your car after dark, be sure to park in a well lighted area. Lock all doors and roll up the windows before leaving the car, unless this is prohibited where you park. If you are going to leave any valuable items in the car, lock them in the trunk where they will be out of sight to inquisitive eyes.

Upon returning to your car, check for any signs of forced entry. If the vehicle has been damaged or broken into, call the police and do not allow anyone to touch anything until officers arrive on the scene.

As you approach your parked vehicle, have your keys in your hand so that you do not have to stop and dig them out while standing next to the vehicle. Upon opening the door, glance into the back seat to ensure that there is no one hiding there, waiting to attack you as soon as you close the door. Check the floor of the back seat too, before entering.

Once in the car, relock the door you have entered through and then proceed on your way, always remembering that common sense is your best defense against crime.

Despite these common-sense measures, things can be stolen from our cars. What happens then? All personal property that can be readily stolen and sold for a profit should have some type of permanent identification affixed to it.

There are several reasons for this, the first of which is that stolen property cannot be used as evidence in a court of law if law enforcement officials have been unable to locate its owner. Thus a thief may be arrested with a truck load of stolen property in his possession, but if none of that property can be traced back to an owner who can

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The biggest improvement in Savings Bonds in 40 years.

New Variable Interest Rate.

Looking for an ideal investment? One with a variable interest rate? But one where rates can't drop below a certain level?

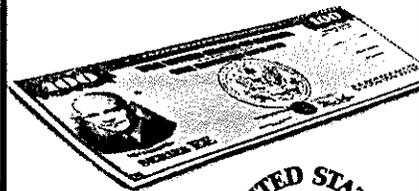
Well, there is one available to everyone, even if you have only \$25 to invest.

It's U.S. Savings Bonds. Now changed from a fixed to a variable interest rate, with no limit on how much you can earn.

A Guaranteed Minimum.

Although interest rates will fluctuate, you're protected by a guaranteed minimum. And if you hold your Bond to maturity, you'll double your money. You may do even better.

Take another look at Savings Bonds. We did, and made them better.



Take stock in America.

Ad Council

A public service of this publication and The Advertising Council.

Retirees . . .

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

Sheriff: George R. Ballinger, Charles D. Custer, Floyd Wm. Howard, Jr., Jack P. Morgan, Heloise G. Sims.

Probation: Paul T. Berry, Mitchell L. Higginbotham, Basil V. Lewis.

Health Services: Corine E. Cormia, Louis A. Frizzi, Eric L. Holt.

L.A. Municipal Courts: Victor J. Ault, Robert R. Benkert.

Agricultural Commission: Frederick R. R. Cunningham, Bernard W. Kemper, Jr.

Engineer: John L. Donegan, Ivan M. Bullum.

Also: William K. Challoner, Flood Control; Junior C. Frala, Parks and Recreation; Tony M. Hayashi, Road; Bessler Hopper, Mechanical; Kiyoko Nomura, Auditor Controller; George V. Osborne, Personnel; Robert Perkins, Public Social Services; Sadie Lee Woodruff, Central Ambulatory; Ronald Woods, Communications; Melvin Fleming, Martin Luther King, Jr. Hospital; John H. Hunter, Fire; Eric Lemke, SCAQMD.

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

DPSS: Edith A. Beavers, Lorraine A. Davenport, Robert E. Hill, Norma J. Kirkwood, Marvin Rosenker, Hester Smith, Willie Mae Taylor.

Sheriff: Beverly A. Hunter, Jacky D. Jaquess, William Smolenski.

Health Services: Ray McClure, Ernia Naylor, Ebbert Nunnally.

Fire: Arthur M. Arndt, Donald E. Temple.

Harbor General: Gustave A. Gillgren, Della F. Johnson.

Probation: Betty Barrett, Richard A. Bush, Jr.

Parks and Recreation: Seferino Rodarte, Lloyd D. Crosby.

Also: Theodore G. Elders, Mechanical; Henry Ishikawa, Agricultural Commission; Ruth Prather, Adoptions.

Preventing Theft

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readily identify it as being his, then the truck load of stolen property cannot be used as evidence against the thief.

From the victim's standpoint, identification of personal property is especially important because the police, by law, cannot return stolen property to its owner unless the owner can positively identify the property as being his.

At this point it must be noted that identification of stolen property by an owner must be positive, which means there must be some type of mark, scratch, dent or other identifying feature that the owner can describe to police. Positive identification is not established when one claims to recog-

nize an item merely because it looks familiar. One who hopes to recover stolen property must be able to establish positive identification, be it stolen appliances, cameras, power tools or the like.

Identification of personal property is important because once a report of the theft has been filed with the police, all identifiable stolen items are immediately listed on a national computer system that is available to all other police agencies in the country.

If law enforcement officers in another state detain an individual on suspicion of possession of stolen property, they normally check with this national computer for a possible identification of the property in question. If this property is marked and registered to another person, who has reported it as stolen, the suspect in the other state can then be arrested and held. If the property cannot be identified, the suspect must then be released and the property returned to him, even though the authorities involved are sure that the property is stolen.

To help ensure the recovery and return of any property that may be stolen, all such items should be permanently marked with your driver license number, preceded by the initials of the issuing state. Thus proper identification for local residents would be a "C-A," followed by the driver license number.

If one does not have a driver license, the number appearing on one's Department of Motor Vehicles I.D. card can be used. These cards are issued by D.M.V. for those who do not have driver licenses. In addition, a Social Security card number can be used; however, it takes two weeks to check out the identification of such a number, and a suspect cannot normally be held that long on suspicion. Initials and personal code numbers can also be used; however, these too can be difficult and time consuming to trace back to an owner.

To permanently mark your possessions, contact your nearest Los Angeles County Sheriff's station and ask to borrow an etching pencil. This service is provided free of charge to Los Angeles County residents. In addition, many local police departments also have these etching pencils available. If you prefer, however, a wood burning set or hard sharp object, such as an ice pick can be used.

Once the instrument has been chosen, the identification should be printed once or twice in small letters and numbers on a hidden surface, as well as once in large letters and numbers on an obvious, outside surface.

The hidden marking will probably not be noticed or altered by a thief, while the larger one will alert police that the item is marked and is possibly stolen.

If the mark will destroy the looks or value of an item, place it on the bottom or some other surface that is not normally visible. In such cases tapes and tags can be used; however, it should be remembered that they can be easily removed by the thief, thus eliminating the possibility of positive identification.

In the next issue of the *Digest* we will discuss specific measures employees can take to prevent or deal with physical assaults.

Tax Status Of Retirement Plans

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ment retirement system may *not* exclude current income deposited into an IRA from gross income on their State tax return. However, under the Sher (AB 2516) Bill, effective January 1, 1982, taxpayers need not report interest earned on an IRA.

Temporary employees may exclude deposits to an IRA from their State returns because they do not belong to our retirement system. The State income exclusion limit for annual contributions to an IRA is \$1,500, or 15%, per year, whichever is less. This limit does not apply to interest earned on an IRA.

Old Rules:

Before January 1, 1982, both the Federal and State rules were identical to the current State rules. Changes in the Federal Tax Code eliminated the requirement that the employee not be a member of a government retirement plan, and extended the maximum income exclusion to \$2,000 per year. The earlier legislation was intended to limit participation in an IRA to self-employed persons and those employees of organizations that did not have a qualified or government retirement plan.

DEFERRED COMPENSATION PLANS

Tax Rules:

The Federal and State tax rules are identical for deferred compensation plans of the kind the County sponsors. The employee may reduce pay and therefore exclude from taxable income up to \$7,500 per year, or 25% of pay, whichever is less. No tax is paid on the principal or interest until the proceeds are distributed.