



DIGEST

Preventing and Dealing With Physical Assaults

In the February 24 issue of the *Digest* we discussed measures to be taken to prevent theft of your automobile and other valuables. In this issue we will discuss something even more serious—the threat of physical assault to yourself or to others.

Let's start with a fairly common situation. Suppose you find yourself alone with another person in an elevator in a County building. This person arouses your suspicions or fears. You want to get off the elevator as soon as possible. What would you do?

One method is to stand next to the buttons—if accosted you can push all buttons at the same time, being careful not to hit the emergency stop button. Common sense? Yes, but there have been many assaults in elevators where victims did not take this simple precaution.

Let's look at another fairly common occurrence. Suppose you observe a stranger in your work area. What do you do? Ask the stranger if you can be of help. If you don't get a reasonable response, notify your supervisor.

(Continued on page 3)

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BOARD OF SUPERVISORS RECEIVES EMPLOYEE SURVEY RESULTS

The Editor would like to thank everyone who took time voluntarily to respond to the questionnaire in the March 4 special issue of the *Digest*. Almost half (47.3%) of the questionnaires distributed were completed and returned.

The County of Los Angeles faces shortfalls of \$63.5 million in this year's budget and \$93.6 million in next year's budget. The purpose of the survey was to allow employees to express their preferences for various options which might be available to the County for bringing operating costs within available revenues. Some of these options are subject to negotiations with employee organizations concerning the impact, if any, on wages, hours and working conditions.

Following is the tabulation of responses for proposed County budget savings for the 1983-84 fiscal year (July 1983 through June 1984). Responses for the current fiscal year (April through June 1983) were substantially the same.

QUESTION	Est. Monthly Savings (Millions)	Rank	Yes	No
Lay off employees: (3,093 employees)	6.0	12	7.7% 2,230	92.3% 26,824
Employee pay furlough: (work one day a month without pay)	3.9	8	18.2% 5,186	81.8% 23,357
Employee work furlough: (take off one day a month without pay)	2.2	3	57.0% 16,299	43.0% 12,279
Convert to once-a-month paydays:	.2	4	43.5% 12,463	56.5% 16,190
Reduce the number of holidays: (eliminate one holiday per year)	.1	6	30.2% 8,531	69.8% 19,678
Reduce the number of management positions.	unknown	1	80.8% 23,191	19.2% 5,495
Seek independent revenue source:	unknown	2	73.9% 20,303	26.1% 7,160
Eliminate programs:	unknown	5	47.1% 13,159	52.9% 14,759
Retirement Fund:	2.1	10	19.0% 5,426	81.0% 23,079
Use Workers' Compensation Fund:	3.2	7	29.2% 8,256	70.8% 20,025
Place moratorium on step advances:	.8	9	24.6% 6,843	75.4% 20,958
A combination of the above:	unknown	11	38.0% 8,661	62.0% 14,157

An initial summary report was submitted to the Board on March 8. The final tabulation, which included late returns, was submitted March 11.

Retirees . . .

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

Sheriff: William D. Baker, Robert G. Campbell, John R. Casey, Jr., Dell W. Freeman, Benjamin A. Rogers, Billy G. Sands, Ervin A. Welk, Barbra L. Terry, Billy Nick Hoffman, William M. McElhiney, Romayne R. Shaw, Jr., Fred E. Stemrich.

Road: Bjorn Bergstrom, Florence A. Bourgeois, Anthony T. Di Bari, William W. Freeland, Charles Heredia, Robert L. Humphrey, Gilbert F. Johnson, Jr., Harold J. Langie, Yoshihiko F. Matsuno, Chestley S. Styles, George Stoner Turrill, John F. Williams.

Mechanical: Sylvester M. Brown, Robert J. Bushman, Ian A. Campbell, Alfred M. Collins, Edward R. Gilmore, Samuel V. Holyfield, James C. Honey, Miriam J. Nelson, Robert F. Smlth.

DPSS: Willie J. Dangerfield, Dolores M. Hammond, Aloise A. Jackson, Marie Kistler, Cora McCasker, Lora B. Shackelford, Essie I. Shepard.

Probation: Anthony M. Campos, Robert W. Carlstrand, Leon F. Ellis, Shelby L. Robinson, Thaddeus G. Wasung, William J. Jackson.

Fire: Marion A. Cummins, Lawrence A. Gomez, Jerome J. Gschwend, Billy D. Roe, James V. Lewis.

Parks and Recreation: John C. Barmore, Henry Fantroy, Jr., Edgar A. Lester, Theodore F. Zaporowicz.

Public Health: Albert G. Chaney, Robert C. Rothbaler, Yoshiaki Sugita.

Mental Health: Le Roy Milton, Eunice M. Moore, Arthur A. Rosen.

(Continued on page 4)

County of Los Angeles

DIGEST

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BOARD EXAMINES BUDGET CUTTING ALTERNATIVES

The County faces shortfalls of \$63.5 million in this year's budget and \$93.6 million in next year's budget. The shortages are due not so much to departmental overspending as they are due to declining revenues. Since the County is required by law to maintain a balanced budget, either circumstance can throw the budget out of kilter. The Governor's State budget balancing recommendations, revenues impacted by the economy, State and Federal reimbursement limits, and loss of one time revenues are primarily responsible. In addition, the County is obliged to fund mandated court costs beyond the budget for indigent defense and new staff.

Alternatives for dealing with the \$157.1 million shortfall over the next 17 months include:

—Negotiated reductions in retirement contributions.

This would be similar to the agreement which was reached last year wherein the Board of Investments and the County agreed to a reduction in the County's contribution in exchange for the County assuming the cost for retiree health insurance. One option is that the Board of Investments and the County re-finance outstanding lease purchase agreements to free up some \$220 million in retirement fund assets committed to County facilities. Investment of the \$220 million principal at current market rates is projected to increase earnings to the retirement system by \$13 million annually.

—Use of Workers' Compensation Trust Fund.

This would involve conversion of the County's current partial pay-as-you-go method for Workers' Compensation claims to a fully pay-as-you-go system similar to that utilized by the City of Los Angeles and the State. It is estimated that approximately \$38 million could be freed up as a result of this conversion.

—State Fiscal Relief.

The County proposed expansion of an innovative financing plan adopted by the Legislature last June in which the County in effect loaned the State \$200 million to assist in State-wide implementation of the

transfer of Medically Indigent Adults (MIA) patients to the counties. The proposed expansion of MIA Grant Anticipation Notes (GANS) was suggested by Los Angeles County as a means of averting \$108 million in further cuts to cities and counties proposed by the Governor to erase the State budget deficit. There is an estimated \$29 million savings from adoption of this proposal by the Legislature.

—Service Level Reductions and Lay-offs.

Implementation of an 11% service level reduction in most departments amounting to approximately 3,000 positions. Based on an assessment of the Board's priorities, expenditures for the Sheriff, District Attorney, Fire Department, and Probation Department would be excluded from curtailments, as well as mandated court costs.

—Additional Curtailment Options.

These could include negotiating salary reductions, instituting work furlough, selling surplus property, and pay furloughs.

Action by the State Legislature to resolve the 1982-83 State budget has done little to improve the County's fiscal situation. The effect of the urgency legislation was to:

1982-83

—Reduce the County's cut under the State budget by \$1.4 million.

—Make unlikely State adoption of the County's proposed expansion of MIA GANS.

1983-84

—Retain approximately \$80 million in State budget cuts to the County.

—Roll over an additional \$250 million of the 1982-83 State budget deficit, raising greater concerns over further cuts in local assistance.

In the meantime, individual Board members are pursuing legislative remedies which would restore more home rule authority to counties, either in the form of increased revenues or relief from State mandates. However, it is uncertain if any such measures can be instituted in time to avoid significant service level reductions.

Physical Assaults

(Continued from page 1)

If you witness an assault on a fellow employee, or anyone else, notify the County security officer immediately. If your building does not have a security officer, notify the police. Every County employee should know which police agency serves the County building in which the employee works.

What should you do before the County security guard or the police arrive?

If possible, do not trust your memory. Write down the details as quickly as possible. Be as observant as possible and try to jot down as many details as possible. If time allows, take special note of the manner in which the crime is being committed and try to record the individual actions of those involved.

If it is possible and practical, try to continue observing the suspects until police arrive on the scene. Obviously, this does not mean chasing them down the street or getting into a high-speed chase in your personal car.

Sometimes suspects do not leave the immediate area quickly and continued observation is not too difficult.

When the police arrive, identify yourself as a witness and provide the officers with whatever information you may have. If the suspects are still in the area, point them out to the arriving officers.

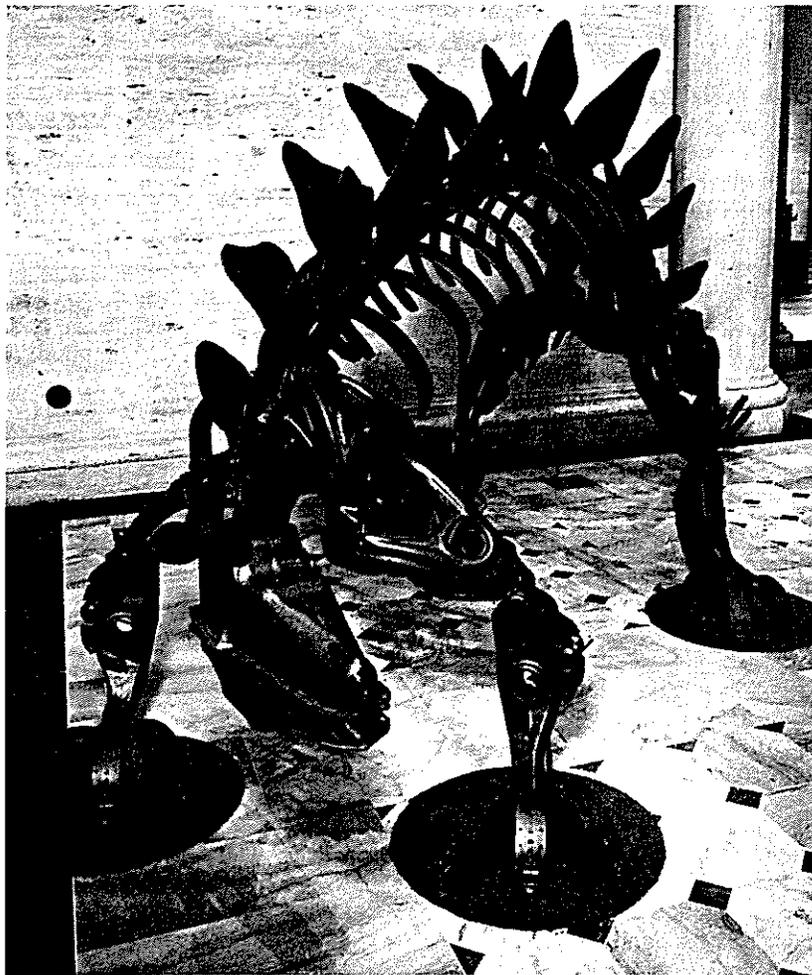
If you witness a violent crime that does not pose any direct danger to you personally, yell so that the suspects realize they have been seen. Indicate that the police have been called and this fact will probably cause them to flee the scene.

Once again, jot down as many details and descriptions as you can and then render whatever aid you can to the victim. When officers arrive, provide them with whatever information you may have.

Should you witness a violent crime that would endanger your personal well-being, such as an armed robbery, a murder, rape or kidnapping, your best bet is to avoid direct involvement that could result in serious injury or death.

As mentioned before, observe as carefully as possible everything that is happening before your eyes. Concentrate on detailed descriptions of the suspects and their escape vehicle, as well as the manner in which they are committing the crime. Be sure, however, to make these observations from a safe vantage point and then jot them down just as soon as possible.

DINOSAUR DAYS AT NATURAL HISTORY MUSEUM



20TH CENTURY DINOSAURS, created by sculptor Jim Gary from discarded automobile parts, will inhabit the Natural History Museum in Exposition Park through May 1, 1983. It may take Mr. Gary up to a year to complete a major work, such as this 25-foot long Stegosaurus, including weeks of research and visits to many automobile scrap yards to find just the right pieces.

At this point, let's stress one very important fact. Heroic dramatics are seen every night on television police shows, but have absolutely no place in everyday life. An attempt to aid, rescue or defend a victim while the crime is being committed is a very dangerous activity.

An effort to aid the victim while the crime is being committed normally leads to one or more of the following situations:

- the volunteer will be seriously injured or killed;
- the volunteer's actions may well panic the suspects, who in turn will react by killing or seriously injuring the victim or some innocent bystander;

—the arriving police may not be able to determine the difference between victim, volunteer and criminal; thus precious minutes are lost while other suspects make good their escape.

While witnessing a crime, you can be most helpful by recording detailed descriptions and other points and then providing this information to the arriving police officers. It is always best to remember that your responsibility when witnessing a crime is to assist the police by providing them valuable, accurate information; your responsibility does not include direct, personal intervention in the crime itself. Let common sense be your guide and leave the heroics to the television actors.

(Continued on page 4)

Physical Assaults

(Continued from page 3)

When the officers arrive on the scene, immediately identify yourself and provide the officers with as much information as you can relating to your experience. To expedite the interview, follow the officer's lead because certain information is more important than other information and the officer will want to obtain the most important information first.

If you are the victim, do not do anything that will excite or anger the criminal. Your outrage and emotional outburst may be totally justified but such action merely excites and angers most criminals, and an angry suspect is much more dangerous and more violence prone than a calm, cool criminal.

If the suspect obviously plans to kill you and you truly feel that your life is at stake, you should then fight with every means at your disposal. You should not hesitate to inflict serious injury on the suspect while attempting to defend yourself or to escape.

At this point a word of warning is necessary to point out that the law allows the victim to use only that force necessary to escape or defend himself. The victim has no right to avenge himself or to inflict retribution upon the suspect. A victim who does so becomes guilty of assault himself and may well be arrested right along with the suspect in the original crime.

When confronted by an obviously violent crime, your best bet is to carefully assess the situation before deciding what action you will take. If you plan to fight back or try to escape, try to determine the probability of a successful attempt.

If you decide to fight back, be aware of possible make-shift weapons you might have:

1. Whistle on key chain.
2. Comb or rattail brush.
3. Small vial of hairspray, spray perfume, plastic "squeeze" lemon.
4. Umbrella—open or closed.
5. Purse itself.
6. Keys.

7. Tear Gas (if certified to carry by Department of Justice).

8. Heeled shoe.

Whether you have a make-shift weapon available or not keep the following in mind:

- 1) *Aim at the vulnerable areas* of the attacker's body. Hitting and jabbing the eyes, nose, and throat, and kicking the knees, can immobilize and incapacitate.
- 2) *Kicks to the knees are very effective* because they are unexpected, powerful, give you distance, and can disable. Jabs to the eyes and hits to the nose and throat can get an attacker to release you and give you time to run or to plan your next moves.
- 3) *Do all hitting and kicking by surprise* to keep the attacker off guard. Speed and power in combination with surprise are the keys to a successful defense.
- 4) *Talking may or may not work.* DO NOT BEG OR PLEAD. *Be prepared to use physical force* if words do not work. Never count on being able to reason with the attacker.
- 5) *You have the right to defend yourself.* DEFENSE IS NOT ASSAULT. If you believe that the assailant intends to seriously harm or kill you, you may respond with physical force.

You might want to take a comprehensive self-defense course taught by a certified instructor. The course should include awareness information, discussion of alternatives, instruction in basic physical techniques, and support of your dealing with an assault situation in the way that you believe is best for you at that time.

Free self defense classes are available for women. The classes are sponsored by the Los Angeles Commission on Assaults Against Women and the Office of Criminal Justice Planning, State of California. For information on classes near your home or County work location call (213) 651-3147.

Retirees . . .

(Continued from page 2)

District Attorney: Dionicio M. Avila, E. Jean McGinty.

Public Health Program: Mary A. Brooks, Karl W. Carter.

Flood Control: Frances R. Forte, Leo W. King.

Health Services: Jessie Lee Haynes, George Lile May, Jr.

General Hospital: Betty Liles, Emelia Sateriale.

Also: Birdie C. Baldwin, Long Beach General Hospital; Mary Louise Bedig, Public Administrator; Greta C. Bloomstrand, Registrar Recorder; Nathaniel Dulaney, Engineer; Edward A. Ferreira, Rancho Los Amigos; Corinne T. Gant, Building Services; Lillian C. Hemphill, Medical Services; Charles A. Norris, Chief Administrative Office; Dora Jean Smith, Court Reporter; Mary Lou Stoughton, Downey Municipal Court; Jack R. Tatum, Community Development; Audrey A. Van Dyke, Assessor; Rose Viola, Los Angeles Municipal Court; Eugene L. Swanson, Marshal; Delmar Hollenbeck, Harbor General Hospital.

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

Sheriff: S. Walter Cereceda, Thomas J. Degraw, Dennis Flick, Gary G. Griffith, Robert A. Lees, James D. Mason, Virgil C. McComas, George A. Meyer, Franklin D. Parkinson, Joseph V. Passarelli, Gerald W. Rubly, Kenneth W. Stitz, Ann Benson, George A. Meyer.

Mechanical: Russell Arnout, Major W. Fennell, Wayne J. Flanders, James W. McAdam, Rudolf F. Ritschel, William E. Briley.

Health Services: Charles S. Azumi, Ermagene Char, Daniel W. Jamison, Haskell M. Tarlow.

General Hospital: Lola M. Liggins, Ernestine Foley, Dorothy R. Tomer.

Fire: Oscar C. Cain, Jerry McCramer, Leonard C. Powell.

Marshal: Herbert J. Sullivan, George A. Whittemore.

Probation: Mack D. Angerson, Jr., Lonnie R. Bunkley.

Parks and Recreation: Henry C. Dufour, John Stafford.

Regional Planning: Donald A. Philipp, Rhoda Safran.

Also: Stonewall Hibbler, District Attorney; June D. Budarf, Rancho Los Amigos; William W. Connally, County Clerk; Cecil De Jong, Olive View; Jerry E. Fountaine, Harbor General Hospital; Elizabeth R. Francis, Los Angeles Municipal Reporter; Arno R. Gemeinhardt, Flood Control; Laurie F. Graham, Engineer; Stanley A. Mathiesen, Public Defender; Donald E. Smalley, Road; John L. Spinks, SCAQMD; Frank D. Vincent, Social Services; Thomas Watkins, Jr., Ambulatory Care.