



DIGEST

REOPENING OF NEW RETIREMENT PLAN "E" OFFERED TO GENERAL MEMBERS

The reopening of the optional non-contributory retirement program is part of the recently negotiated salaries and fringe benefit package. Through December 31, 1983 and November 1 through December 31, 1984 are the periods during which the plan is to be available to interested employees. Following passage of State legislation and resolution approval by the Board of Supervisors, current County employees who are members of the general retirement program will have the option to elect to transfer to Retirement Plan D or E. Employees who are considering a change in retirement plan should complete and return NOTICE OF INTENT TO TRANSFER BETWEEN RETIREMENT PLANS by December 31, 1983. Once authorizing legislation is passed, employees will have the opportunity to reaffirm their interest. If you do not reaffirm, you will remain in your current plan without change. **Additional detailed information will be provided to all interested employees in advance of the deadline for making a final decision.**

Those employees who elect Plan E 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 Plan E will no longer make employee retirement contributions and, therefore, will see an increase in take home pay.

Plan E provides a monthly benefit at age 65 and after 35 years of service, which in combination with social security equals 70 percent of "final compensation" which is the average of the employee's three highest years of salary.

In addition, the plan provides a 50 percent survivor's benefit. Further, 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 at least 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.

Employees in Plan E who wish to transfer into Plan D will be required to "buy back" Plan D credit by making a lump sum payment into the retirement

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HOLIDAY KICKOFF — The County of Los Angeles began its holiday season with the celebration of its Eighth Annual Living Holiday Tree Program held recently at the Music Center. The occasion, jointly sponsored by the Board of Supervisors and Walt Disney productions is annually promoted by Los Angeles Beautiful, Inc. County residents are urged to use living Christmas trees during the holidays and afterwards donate the tree to a County park. Participating are, from left, Mindy Wilson, Disneyland's Ambassador to the World, Supervisor Michael Antonovich, Mickey and Minnie Mouse and Ralph S. Cryder, Director, Department of Parks and Recreation.

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NEW COUNTY COUNSEL APPOINTED

On November 22, 1983, the Board of Supervisors named De Witt W. Clinton as the new County Counsel. The eighth County Counsel has served in the County Counsel's Office since 1962, and most recently as Chief of the Special Services Division.

"It made me feel very proud to be selected to the top County Counsel position. Getting this rewarding post, had been my long time career goal. I've worked in a number of job assignments, all of which were very important to qualifying me for my new responsibility," Clinton said.

The County Counsel renders legal advice to the Board of Supervisors and County departments, represents the Flood Control District, more than 70 School Districts, and the Superior and Municipal Courts in litigation to which they are parties. He defends, in certain prescribed cases, County and district employees, serves as the legal officer of Los Angeles County, but does not engage in the practice of criminal law.

Clinton received his LL.B. Degree from Loyola University School of Law and studied Procurement and Military Law as a Captain in the Judge Advocate General Corps, United States Army Reserve.



DE WITT W. CLINTON

"My future goal is to continue the standard of excellence the County Counsel's Office provides to the Board of Supervisors and the County as a whole and to continue to give quick and efficient legal services," Clinton said.

Born in Los Angeles, Clinton, 47, resides in Lomita with his wife Patricia, daughter Kathy, a student at Mary Star of the Sea High School in San Pedro, and son David, a student and member of the UCLA football team as a wide receiver.

In his leisure time, Clinton enjoys doing art work, jogging, playing softball, basketball and sports activities in general.

Reopening Plan "E"

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system. Enrollment in Plan D becomes effective when the total amount is paid. The amount of this payment will be actuarially determined based on each employee's age at the time he was hired and his length of service. Future service under Plan D would then require monthly employee retirement contributions averaging 7.5% of gross salary.

By way of comparison to Plan E, Plan D provides a monthly benefit of approximately 85 percent of final compensation, exclusive of Social Security, for an employee attaining age 65 with 35 years of service. Early retirement is available at age 50 with ten years of

Christmas For Children Awaiting Adoption

The Los Angeles County Department of Adoptions (CDA) is looking forward to a bright holiday season for the children under its care this year.

Helen Ramirez, CDA Director, said, "It looks as though Santa Claus is truly coming to town for children of all ages who are awaiting adoption in foster homes and institutions. Pledges of Christmas gifts are coming in from all over the County."

"Thanks to the generosity of individuals, various community organizations and business groups, children without families of their own who might otherwise be forgotten, will enjoy some type of holiday festivity," she said.

For more information regarding the CDA Christmas program for children in need of adoption, phone Fumi Asada (738-3760), CDA Supervising Child Welfare Worker who is coordinating gift donations for children awaiting adoption.

GIVE A TOY

County employees desiring to help make the Christmas season a happy and bright one for several needy children throughout Los Angeles County can do so by donating toys or other gifts to the County Toy Loan Program. For information contact Jane Donelson, Toy Loan Coordinator at 226-6286.

service or at any age with 30 years of service. Survivor benefits are provided at the level of 60 percent of the retiree's allowance and disability protection is currently provided through disability retirement benefits which, for most employees, provide a minimum benefit of 33.3 percent of final compensation for nonservice connected disabilities and 50 percent of final compensation for service-connected disabilities. (Benefits of less than 33.3 percent may apply for nonservice-connected disabilities occurring after age 50). County-paid life insurance of \$2000 is also provided.

County of Los Angeles

DIGEST

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DEPUTY SHERIFF VOLUNTEERS HER ARTISTIC TALENTS

Often when she has time off from work, Deputy Sheriff Irma Becerra volunteers her time and artistic skills to paint murals on the walls of County Children Care Facilities and various County Health Care Centers.

Deputy Becerra possesses a very special artistic talent which she offers of her own free will. She has painted murals for the children of family and friends "just for fun."

While assigned at Los Angeles County Superior Court, Deputy Becerra became aware of the Criminal Courts Shelter Care Unit for Abused Children.

The Children are placed there as dependents of the courts, and often spend several hours waiting until the authorities decide where they can be placed.

Noticing the barren walls of the Shelter Care Unit, Deputy Becerra said the area seemed almost frightening to the young children, displaced from family and friends.

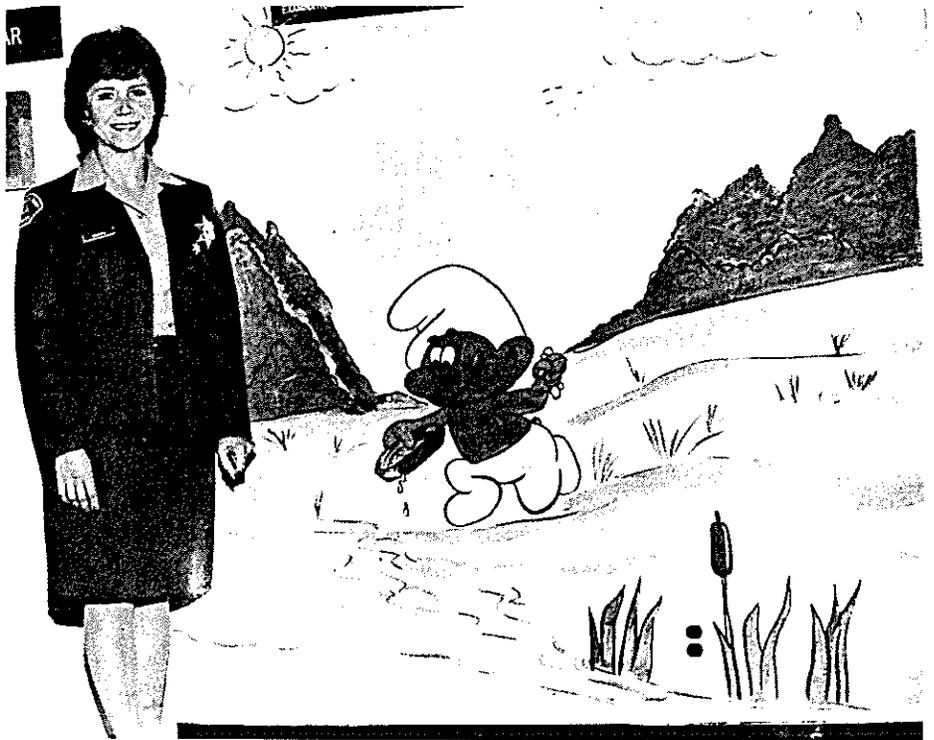
Her concern prompted her to investigate a way to change the atmosphere of the facility. After receiving authorization, she began to paint on the walls of the hallways, colorful happy faces of popular cartoon characters and whimsical fairy tale figures. She did this during her lunch hour. Subsequently, the Unit was transformed into a home-like cheerful atmosphere which was greatly appreciated by the children and staff.

A special commendation has been presented to Deputy Becerra by the County Board of Supervisors for her outstanding contribution and concern for the well being of others.

Deputy Becerra has also volunteered her time and talents to decorate the Olive View Medical Center Pediatric Inpatient and Outpatient Units, the North Hollywood Health Center's patient waiting area, and has nearly "muralized" the Pacoima Health Center.

Deputy Becerra began her career with the County in 1970. She did secretarial duties and rotated through the

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Sheriff's Deputy Irma Becerra stands next to one of the murals she painted in the hallway of the North Hollywood Health Center. She also volunteers her artistic skills to paint murals at other County facilities.

COUNTY BLOOD DRIVE SET

The Los Angeles County's Blood Donor Drive will be held on December 27-28, 1983. Blood donations can be made from 8:30 a.m. to 1:15 p.m. at the Hall of Administration, room B-85. The drive is given four times a year.

Employees are urged to give blood to this worthwhile and life saving program. Each donor gives one pint of blood per donation and can give a pint of blood every three months following. For additional information contact Lula Ulloa at 974-2511. Employee participation in the Los Angeles County Blood Donor Program has increased 148 percent over the past seven years, according to Rahman Shahid, Employee Development Division, Department of Personnel, who is coordinator of the Blood Donor Program. County employees donated 992 pints of blood last year.

The American Red Cross recently

presented an award of merit to Mr. Shahid and to the Employee Development Division of the Department of Personnel in appreciation of their outstanding support of the Blood Program. The presentation was made in the Board of Supervisors Hearing Room by Kathy Houlihan, Director, American Red Cross.

The County's Blood Bank Program has existed since February 1963, when the Board of Supervisors approved it as an official County function to provide, through voluntary donations, a reserve of blood sufficient to meet the needs of County employees and their families.

"Recruiting blood donors is no easy task, but with the tremendous cooperation of the many County employees, the Blood Donor Program has been one of the most successful in the County," Shahid said.

COUNTY SERVES AS MODEL IN REGULATION OF NURSING HOMES

The County Health Facilities Division of the Department of Health Services has received commendable recognition for its outstanding regulatory techniques and monitoring of nursing homes caring for long term patients.

Favorable acknowledgement of the County was made by the Little Hoover Commission (Commission on California State Government Organization and Economy), which in its recent comprehensive report, focused on facilities caring for long term patients in nursing homes.

The Health Facilities Division is headed by Ralph Lopez who has served as Division Chief since 1976. The Division has a staff of 89 and includes more than fifty inspectors.

Responding to his Division's noted achievements, Lopez said, "The staff of the Health Facilities Division are committed to doing the best job they can to obtain the best results for the benefit of both the patients and the Community. We live in the Community and we want to give and receive quality service. We have self audits as a routine, staff personnel evaluations yearly, and we often go out in the district with the staff to make sure they know what they're doing. We are proud that the things we're doing are bringing about effective results."

The State of California licenses health care facilities which provide skilled nursing and intermediate care for the chronically ill and aged. The County Health Facilities Division of the Department of Health Services regulates such licensed health care providers through inspection and enforcement of minimum standards as agents of the state. This County unit receives support from the state and federal governments under annual contract with subvention funds.

There were three areas of the County's pioneering efforts that were recognized by the Little Hoover Com-

mission which reported that Los Angeles County currently is unmatched by the state as a whole. These areas are: Nursing Home Information and Referral Service, Enforcement of Minimum Standards, and Utilization of Public Information Processes.

In the area of Nursing Home Information and Referral Service, the County's system is computerized and information is accessible to anyone by telephone (974-7779). Each caller is asked to answer questions about the health condition, personal service requirements, language spoken, religious preference, special diet, financing (e.g., Medi-Cal, private), and preferred location of the person needing placement. From this input, the Referral Service provides a list of three nursing home facilities meeting the criteria. The list contains the facility name, address, and telephone number, information about ownership, senior staffing turnover (i.e., length of employment of Administrator and Director of Nursing), staffing patterns, and names of the Medical Director and Activities Director. A facility profile includes a list of the deficiencies and citations from the most recent inspection, and a violation summary taken from the two most recent annual inspections. Only facilities which meet the criteria for referral are provided to callers. Facilities with too many deficiencies or other serious problems are placed in a "do not refer" category until corrections are made and problems resolved satisfactorily.

In the area of Enforcement of Minimum Standards, the County was found to be exceptional in utilizing various enforcement measures including the filing of criminal complaints by working with the various City Attorneys and the District Attorney. Nearly all of the criminal prosecutions against licensed health care facilities and employees took place in Los Angeles County. Other enforcement measures

include revocation or suspension of license, facility closure, issuance of class A and B citations (\$5,000 and \$250 Civil penalty maximum), referral to professional licensing boards (for misconduct in professional practice, i.e., nurses, doctors, therapists, administrators). The County also makes inquests into unusual deaths in health facilities to determine the truth in questionable patient care situations and to establish the mode of death.

Based on the County's system, the Little Hoover Commission has recommended statewide adoption of Los Angeles County's instaff training in enforcement techniques and philosophy and guidelines for referring cases to local law enforcement prosecutors.

In the area of Utilizing Public Information Processes, the Little Hoover Commission recommends that the County be used as a model for its press release guidelines and issuances on regulatory developments, volunteer opportunities, how to select a nursing home, where to report complaints, and awards for excellence in provider care.

DEPUTY SHERIFF

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Health Services personnel division, the San Fernando Valley Regional Administration Unit and Ambulatory Care. Subsequently, she became a Sheriff's Deputy.

Presently, she works the night shift with the Sheriff Department, and hopes to include in her schedule, a time to volunteer her talents to paint murals at other Public Health facilities of the County.

Much of her free time is spent parenting her three children, but even in her limited free time, she is generous and willing to volunteer her artistic skills, to help brighten the lives of others.