



# DIGEST

## Non-contributory Plan E opens soon

### Transfer to Plan D available too

The Board of Supervisors will soon consider a measure which, if approved, will enable any employee who is a member of the General Retirement System's Plan A, B, C, or D to elect transfer to Plan E and thereby receive a refund of all retirement contributions plus interest. At the same time the employee can increase take-home pay by the amount of the contribution now being deducted from the monthly salary.

This opportunity has not been available since March 4, 1982 when Plan E was closed for enrollment to all but new employees. In addition, members of Plan E are eligible for the first time to transfer to Plan D by "buying back" their past service credit.

Recently enacted State legislation enables the County to open a transfer period for those employees who wish to transfer from their current retirement plan whenever the Board of Supervisors and employee organizations jointly agree to do so. The current Fringe Benefit Agreement with employee organizations provides two opportunities for employees who are members of the General Retirement System to transfer from their current retirement plan. The opening and closing

dates of the first transfer period should be known by the time the next edition of the DIGEST goes to press.

The opening of the two transfer periods affords many employees an opportunity to review their retirement planning to ensure that both current and future personal and family needs and goals are met. However, the Los Angeles County Employees Retirement Association (LACERA) cautions that there are many factors to consider before deciding to transfer to Plans D or E.

LACERA urges that each employee obtain all of the information possible before making a decision. They will be making available election forms and extensive disclosure material to employees through departmental payroll offices. In addition, after May 1, the Retirement Association and the Department of Personnel will provide telephone "hotlines" to answer employees' questions. Employees who have questions concerning technical retirement matters that are not addressed in the disclosure material may call the Retirement Association at 974-2080. Those who have questions concerning the long term disability program offered in connection with Plan E should direct their questions to the Department of Personnel at 744-3080 between 2:00 and 4:00 p.m.

Meanwhile, here are some considerations which employees may want to think about while they await more information from LACERA:

ring to Plan D from Plan E must purchase their prior service including interest and pay in full within 21 months after electing to transfer. Purchase of prior non-County public service is optional.

Employees should refer to LACERA's annual report and disclosure materials for details on available benefits.

- **Plan E:** The County, not the employee, provides 100% of the contributions, including credit for qualified prior non-County public service. Employees should refer to LACERA's annual report and disclosure material for details on available benefits.
- While considering transfer, employees should be aware that all of our retirement plans have some characteristics in common; they are: a defined benefit paid to employees upon retirement, a reduced benefit for early retirement, a further reduced benefit — determined by formula — for all of those members who contributed to Social Security while the County was a member of the Social Security System, and specified benefits for survivors and dependents when the member dies or is disabled in service or dies after retirement. For Plan E, pre-retirement survivor and disability benefits are provided through a special long-term disability (LTD) program.
- Employees who decide to transfer to Plan E should also be aware that refunds of contributions made since

**APRIL 17  
1984**

**Volume 19      Number 6**

- **Plan D:** Both the County and the employee contribute to this plan on a monthly basis. Employees transfer-

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## Retirement Plans

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August 1, 1983 and all interest on contributions refunded to employees are taxable in the current tax year. Refunds of contributions which employees made before August 1, 1983 are not taxable. Employees may offset their Federal and State tax liability in the current year by several means. Employees should explore this with a tax expert or the IRS at (213) 629-1040.

## RMR called key to weight loss

The reasons why people want to lose weight seem to fall into two general categories. Some are mainly interested for health reasons, and some people are mainly interested in improving their appearance.

Up to a few years ago going on a strict diet had become the traditional way to lose weight. Exercise didn't seem so important when it was considered that in order to lose one pound, you would have to run 35 miles, bike for about eight hours, or do seven

## Board designates new County department

The Board of Supervisors on April 3, approved the reorganization of the existing Treasurer-Tax Collector's Department and the Department of Collections into a new County Department of Treasurer-Tax Collector. A director for the Department has not yet been named.

The new department is a consolidation of the Departments of Collections and the Treasurer-Tax Collector. Its mission is to administer and manage the County Treasury, provide a centralized system for the collection of revenue owed to the County, collect and distribute payments for support of dependents for the Court Trustee, and as Treasurer, administer the Los Angeles County Employees' Retirement Association.

The benefits achievable through the merger of the Departments are as follows:

- Overall reduction in the number of management positions within the combined organization.
- Additional interest earnings on County funds gained through enhancements in the remittance processing of combined collections.

- Outgoing mail process functions the Department of Collections will be performed at lower cost using equipment available in the Treasurer-Tax Collector Office systems.
- Integration of delinquent unsecured property tax and license functions into the Collections Automated Delinquent Accounts System could provide more effective utilization of Collections staff and enhance General Fund revenue.
- Consolidation of administrative functions, such as staff services, payroll, and personnel, will enhance the efficiency of these operations.
- Increased departmental productivity.

The new Department's objectives during the Fiscal Year 1984-85 are to improve the fiscal control, efficiency, and effectiveness of the organization.

The goal of the County is to reorganize its services and improve its overall operations to better meet the priorities of County citizens and the Board of Supervisors.

County of Los Angeles

### DIGEST

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hours of aerobic dancing.

There's no doubt that the exercise energy and pounds of fat burned are still true, but the role of exercise is now known to be far more important than previously thought.

Each person's body burns calories at a somewhat different rate. This helps to account for some people being heavy, others lean, even if the amount of food they eat is almost the same.

The key component is the Resting Metabolic Rate (RMR), the rate at which the body uses energy (calories) when it is RESTING. Energy is used around the clock just to keep the body functioning.

The body needs this energy to digest food and process it. The more food you typically eat, the higher your RMR. But, if you cut food consumption, you lower this rate at which you burn up, or

metabolize calories.

What this means, is that the less food you eat, the less your body uses. It's a defense mechanism that protects us against famine. Eat a little, your body only uses a little, you stay pretty much the same weight.

The exercise key results when the dieter becomes more active. Exercise tends to increase the rate at which energy is burned even when the person is not actually moving around. The Resting Metabolic Rate is increased, the body uses more calories not only when you're riding the bike, but when you're sleeping as well.

To lose extra pounds, and to keep them from coming back, you need to change a style of living. Use energy (calories). Walk to work, take stairs instead of elevator. Use your bike to run local errands instead of the car.

## Holding down your health cost bill

Americans have been encouraged to expect, even demand, all the health care they need and want.

Improved access to care, advances in technology, employee insurance programs, and government aids have contributed to this attitude. But with many changes in how health care is paid for taking place, it is no longer always true that the bill "will be paid by someone else."

Consumers of health care can play an important role in assuring that their health care is affordable. Some simple ways to encourage cost controls include:

- Adopt a healthy lifestyle. Get enough rest, eat nutritiously and exercise.
- Participate in decisions about your care.
- Be sure to follow the doctor's orders to prevent a recurrence of an illness.
- Ask about physicians' fees.
- Ask about the cost of treatments and alternatives and total costs.
- When possible avoid being admitted to a hospital. Many procedures can be done in the doctor's office, or in the hospital as an outpatient.
- Find a physician who can do basic diagnostic work before visiting a high priced specialist.
- Check out all items on any hospital or medical services bill just as you would a bill for anything else.
- Get a second opinion about suggested surgery.
- Ask for generic drug prescriptions that cost less than name brands.
- Compare the prices different pharmacies charge for the same medication.
- Be sure you and your children are immunized.

## Tax deferred retirement contribution

On September 10, 1983 most County employees noticed an increase in take-home pay. This increase was brought about by the County's "picking up" the employees' share of the retirement contributions for tax purposes.

The Editor has received several inquiries regarding what impact, other than an increase in take-home pay, this action has on employees:

1. There is no change in employee fringe benefits.
2. This special treatment of the employees' share of the retirement contribution makes the amount tax deferrable until the date of payment to the employee, either upon his/her retirement or withdrawal.
3. The maximum amount an

employee can have deducted for Deferred Compensation is not affected, with one exception. If an employee makes less than \$30,000 per year and contributes 25% of his salary to Deferred Compensation the maximum amount will be decreased.

For example, an employee making \$2,000 per month has been contributing \$500 per month to Deferred Compensation. This is the maximum allowable — 25%. With the creation of the tax deferred status for his retirement contribution of \$100 per month his taxable income became \$1,900 per month. His maximum contribution to Deferred Compensation is now \$475 per month, which is 25% of \$1,900.

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### RETIREES . . .

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

**Sheriff:** Conrad Alvarez, Norman Eggert, Fred Fox, Robert J. Pangborn, Larcean L. Williams, Kenneth C. Davis, Roy L. Jones, Harvey L. Morris, Clifford Robinson, Edward Thomas Shanley, Herman Benson, Sr., Charles E. Covington, Kenneth A. Howland, Merrill Pouch, Kenneth Schroeder.

**Road:** Richard W. Andrews, Henry T. Camarillo, Arthur J. Feige, John J. Haprov, Charles Hartman, George S. Iwanaga, James Kincheon Jr., William G. Netzley, George Nevin, Robert J. Nugent, Robert A. Pesci, William J. Redden, Manuel L. Santillan, Robert S. Seltzer, Warren G. Spencer.

**Public Social Service:** Annie M. Dillabough, Pearl B. Hafford, York Lum, Neita McKenzie, Tom Nakano, Eunice M. Summers, Willie B. Tillis, Carmine Williams, Naomi C. Mills, Floretta L. Bryant.

**Engineer:** Luther Dale Conway, Jay R. Grass, Bernar K. Kent, Sam H. Miller, Larry K. Orida, Richard Reid, Louis Wax, Eugene W. White.

**Assessor:** Donald R. Davis, Mitsuri Nishi, Paul Roberts, Ernest K. Waite, Savannah C. Greene.

**Community Development:** Murray Greenberg, James D. Schwab, Raymond Johnson, Herman Ward, Jr., Charles R. Wigington.

**Flood Control:** Walter Cohen, Courtese Eshelby, Howard H. Haile, Joseph T. Jones, Jr., Howard E. Stanbach.

**Rancho Los Amigos:** Grier R. Aldridge, Joseph Orosco, Barbara Siegel, Alynn A. Wilson.

**Fire:** Clyde A. Bragdon, Harold T. Dishion, Fred Terzo, John W. Rantz.

**Medical Center Service:** Robert Buser, Robert M. Parker, Margaret M. Duarte, Evelyn E. Wilkinson, MD.

**General Hospital:** Celia Hernandez, Betty A. Liles, Helene Utneher.

**Mechanical:** Mike Cadena, James McGregory, Donald Van Horn.

**Building Services:** Vertus W. Hardiman, George Robinson.

**Parks and Recreation:** Roy Hawk, Edward McGinnis.

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## RETIREES . . .

(Continued from page 3)

Los Angeles Municipal Courts: Elias J. Papachristos, Glen Spence.

Public Health: Tomi Tokushige, Robert Weiss.

Also: William O'Sullivan, Beaches and Harbors; Albert E. Armour, Purchasing and Stores; Rosario Baeza, Human Relation Commission; Jose Carlos, Hospital Administration; John L. Denney, Central Services; Robert G. Howell, Agricultural Commission; Robert F. Kendall, Warm Springs Rehabilitation; Julius Y. Libow, Superior Court Officers; Gertrude May, Women's Hospital; Ocie L. Napoleon, Medical Support; Dean Starkey, Probation; Ernestine Vaughn, Communications; Anita B. Moore, Data Processing; Frances D. Cottrell, Martin Luther King Jr. Hospital; Mary Kreisberg, East Los Angeles Municipal Court; Minnie Rodriguez, Affirmative Action Compliance Office; William D. Holland, SCAQMD.

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

Sheriff: James E.P. Green, John R. McCrane, William H. Reid, Boyd C. Spencer, John C. Armstrong, Eleanor M. Crough, Bobby L. Durham, Alfred Farnell, Jack G. Hughes, Robert Hunnicutt, Wilbert G. Jackman, John Kook, Winford B. Schoeman, Thomas O. Segars, Roger R. Steinbeck, Vernon Wages, Dareld L. Walker, Irene L. Hunter, Gene E. Hopkins, James L. Rowley, Wilfred H. Tomlin, Bonnie Norman, Edwin M. Lukowich.

District Attorney: Justin Burley, Kay K. Okada, Bernestine Wilson, Nona Butler, Joseph Orr, Gerald R. Poirier, Frances Lewis, Dolores C. Everage.

Community Services: Robert J. Carlos, John A. Drake, Donald D. Van Sprecken, Donald G. Galloway.

Mechanical: Frank Coragliotti, Steven T. Hernandez, Jon Janicke, Joseph J. Flynn, George Hernandez, Milton A. Campbell.

Harbor General: Helen Douglass Dufresne, Lillian M. Huber, Willie D. White, Ethel E. Barry, Mary L. Chumley,

Eddy O. Shelton, Charles Potratz, Martha Rogers.

Public Health: Donald L. Hanson, John B. Shook, Felix S. Varela, Mirian Mormino, Fay E. Wilson, Frances R. Warnock, Myrtle Fryer.

Parks and Recreation: Thomas D. Meredith, Charles A. Tuttle, Alphonzo Clements, Richard T. Tidball, John E. Hazzard.

Building Services: Louis Evans, David Yelverton, Sylene Burnley, Roy H. Hunt, Florentino Silguero, Charley Berry.

Chief Administrative Office: Herbert Kaplan, Joseph Pollard.

Central Health Services: Joy E. Morris, Rosa L. Lowe, Harold R. Williams.

Communications: Russell M. Everson, Adele Yoshisato, Douglas D. Whitney. Olive View Hospital: Hoshi J. Hasama, Richard Hawkins.

Assessor: Roger C. Hausen, Juliette Robinson.

Los Angeles Municipal Court: Richard K. Kiel, Richard Hinman.

Road: Allen A. Seeger, Arlene Wildman.

Also: Palmyra J. Cameron, Adoptions; Ivy G. Lambert, Purchasing and Stores; Henry G. Negley, Long Beach Municipal Court; George Porter, Animal Control; Patricia F. Prescott, Psychiatric Hospital; William A. Reynolds, Military and Veterans; Ruth P. Walter, M.D., Mental Health; Thomas J. Kozlowski, Auditor Controller; John Emory Decker, Medical Exam.-Coroner; Nathaniel Jackson, Arboretum; Melvin Ross, Superior Court; Richard Van Wy, Public Defender; Darrel Pearson, Aviation; Elaine Lipov, Central Ambulatory Services; John A. Campbell, Martin Luther King Jr., Hospital; Aida McBride, Museum of Art; Willis S. Sherrill, Collections; Sol Levin, Treasurer/Tax Controller.

