



DIGEST

SEPTEMBER 30, 1988

COUNTY OF LOS ANGELES

Solinap Upgrades Toxicology Lab Service

Wilhelmina Solinap's lasting contributions to her department's Environmental Toxicology Laboratory have earned her a new title, County Employee of the Month, August 1988.

Employee Of The Month

Board of Supervisors Chairman Deane Dana presented a scroll of commendation to Mrs. Solinap at the Board meeting August 30.

With 10 years of County experience behind her, Wilhelmina supervises the staff of a laboratory which tests environmental pesticides, organic compounds, and heavy metals. In her efforts as Supervising Toxicologist for the Agricultural Commissioner/Weights and Measures, she has dramatically expanded the laboratory's analytical capability. In fact, her lab is the only one in the state certified to perform pesticide residue analyses in *all* categories. In six years, Mrs. Solinap managed the lab's growth from a staff of three to its present staff of nine.

While the turnaround time for emergency analyses used to be three days, now the lab can process tests in four hours. This efficient time is vital, as many results are needed by enforcement agencies and health care providers before corrective action can be taken to protect human and animal health, or protect the environment from further toxic pollution. Mrs. Solinap encourages her co-workers to "do the best you can with what you have. Don't hold back."



Chairman Deane Dana and Wilhelmina Solinap.

"At work, there's nothing insurmountable. Sometimes it feels like a horrendous task, but my philosophy is to take it day by day."

Mrs. Solinap remains up-to-date in research, and maintains ties with personnel from the U.S. Food and Drug Administration and California Department of Food and Agriculture. Thus she was able to adopt for lab use more efficient methods and procedures published by these two agencies, as well as the Environmental Protection Agency. In addition, the County lab has been granted major work contracts by other government agencies.

Before her present position, Mrs. Solinap was an analytical chemist for the County Department of Health Services.

This dedicated employee is also involved with local Filipino-American social and cultural activities. She has been an enthusiastic supporter of boy and girl scouts programs and has served with her husband, Alfonso, as a youth soccer league coach.

Mrs. Solinap is highly commended for her efforts in providing improved public service through staff supervision and development, and expansion of operations.

Double Shifts Work: Flexibility Key

Committed to meeting employee needs while maximizing County resources, the double shift project coordinators held their second annual meeting recently.

"We have made progress implementing this project in a relatively short time," stated CAO Richard B. Dixon in a memo to the Board of Supervisors. "The application of the double shift concept is becoming an integral element in our planning of County operations."

In 1987, the Board instructed the CAO to explore the feasibility of implementing staggered work hours and modified work schedules throughout County departments. With the initiation of several pilot projects, the Double Shifts Project was established.

The project's mission is to encourage all departments to implement double shifts and alternate works schedules such as staggered work hours wherever possible.

Benefits include the reduction of traffic congestion, maximizing County space and equipment use, and providing increased hours of access for the public.

Departments are considering and implementing a wide range of proposals, from double shifts in the strictest sense (two shifts back to back), to compressed work weeks, and, more basically, a move to schedule a few employees before and after regular business hours. Some departments, by the nature of services provided, already maintain a work force 24 hours a day.

According to Barbara Chargaff, speaking for County Counsel's Double Shifts Project, the alternate shift schedule "exceeded our

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Departmental Coordinators receiving awards, from left, Gregg Houston of the U.S. Treasury; June Betschart, Larry Bryant, Chairman Deane Dana, Dan Habel, Bill Yaney, Chief Robert Ericson, Sandra R. Tracey, Treasurer and Tax Collector. Not pictured is Raymond Drake.

County Leads Nation In Savings Bonds

Leading the nation for six consecutive years, Los Angeles County held its U.S. Savings Bonds Award Ceremony in the Board Hearing Room on August 30, 1988. County Treasurer and Tax Collector, Sandra R. Tracey, presented \$50 U.S. Savings Bonds to the outstanding departmental coordinators for the 1988 Campaign: Dan Habel, Department of Public Social Services; Chief Robert Ericson, Forester and Fire Warden; June Betschart, Los Angeles Municipal Court; Bill Yaney,

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THE SEARCH FOR QUALITY

CHILD CARE

Do you sometimes feel like the only working mother in Los Angeles County? The only employee who is equally concerned about the price of Pampers and the County freeze?

"You are not alone! Mothers throughout this country are struggling to manage the competing pressures of work and family life. And just like you, some days are better than others," says Kathleen Malaske-Samu, Countywide Child Care Coordinator. In 1987, about 63 percent of mothers with children under 18 years of age were working outside the home. Over 50% of new mothers are returning to work before their babies' first birthday. This trend is expected to continue.



Kathleen Malaske-Samu
Child Care Coordinator

So why do you feel like a lonely version of Supermom? This phenomena of employed mothers is relatively new. In 1940, only about 9 percent of mothers with children under 18 worked outside the home. In our society, child rearing and child care have historically been private mat-

ters. The child care coordinator reminds us that very few of today's working parents experienced child care in their own childhoods.

"Consciously or unconsciously, we tend to parent the way we were parented. For most families, child care is a break from the established pattern. Without the reassurance of 'this is how I was raised,' we may question our choices," she explains. This questioning process may be reinforced if Junior's grandparents, family friends, etc. don't approve of child care. Change where our children are concerned does not come easily.

Is your child at risk because she/he is in child care? To date, studies of young children enrolled in quality child care programs have revealed few differences when compared to children cared for solely by their mothers. In fact, some studies have shown that the "child care" children have more highly developed language and social skills.

Why is it so difficult to find child care? The demand for child care has exploded in recent years. In Los Angeles County, Dr. Karen Hill-Scott of Crystal Stairs, Inc., estimates that the demand for licensed child care exceeds the supply by 155,539 children! Shortages are most acute for children under two years of age and for school age children.

So what is being done to help working

Children's Services Relocates Valley Offices

Supervisor Michael D. Antonovich presents a certificate of appreciation to Dick O'Lynn, president of the Woodland Hills Rotary Club, at dedication ceremonies held August 10 at the Department of Children's Services new Panorama City office. Two receiving rooms for children, and a visiting room for families were completely furnished, decorated and equipped by volunteers from the Rotary Club. Shown is the Infant-to-Toddler's Room. CSW Barbara Mudgett received a plaque and flowers in appreciation for her role as DCS liaison to the Rotarians.



parents? The impact of child care has rippled beyond individual families, out to employers, the market place and our Presidential candidates.

The Wall Street Journal frequently includes child care related articles and both Presidential candidates have been campaigning from child care centers. "Child care is no longer a problem to be faced and solved by individual families. The stakes are too high. Our economy depends on working mothers and our future depends on the quality of care we afford our children today," said Ms. Malaske-Samu.

With the opening of the LAC/USC Medical Center Child Care Program, September 6, Los Angeles County joined the ranks of innovative employers who offer on-site child care.

The next article features the County's first Child Care Center.

Openings At County's First Child Care Center

Spaces are still available at the County's first child care center, for children of medical center employees, as well as children of employees from other County departments.

The center is licensed to provide care to 75 children ages 2 to 6 and will be open from 6:30 a.m. to 6:00 p.m.

Parents can elect to use the center two, three, four, or five days a week; weekly fees for five days are \$65 for preschoolers and \$70 for two-year olds.

For an application, please call (213) 226-6504 or 226-2201.

Free Haircuts Promote Health Among Homeless

"Head and Heart Day" brought health care workers and hairdressers to Skid Row recently to provide free blood pressure checks and haircuts for the homeless.

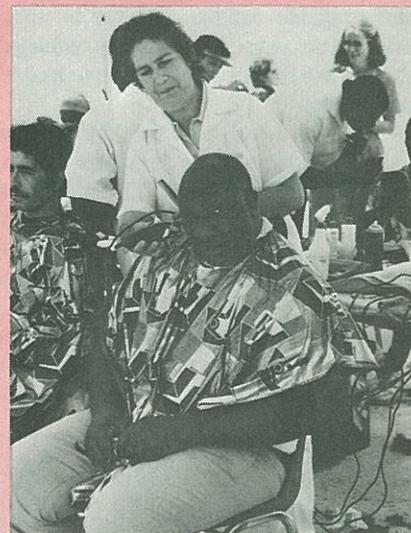
The staff of the County H. Claude Hudson Comprehensive Health Center, Skid Row Medical Outreach Project and area hairdressers volunteered their time and were hosted by the Single Room Occupancy Housing Corp., owner of Gladys Park.

The purpose of the event was to promote health among the homeless by highlighting two major health concerns: hypertension and personal hygiene.

Untreated hypertension, common among the homeless, can lead to strokes, heart failure, and other serious medical problems and disabilities. As part of "Head and Heart Day", health workers checked the blood pressure of homeless participants and referred those with high blood pressure for further treatment at the County's clinic in the Weingart Center.

Free haircuts were given to promote the need for good personal hygiene, which is difficult for people who live on the street but very necessary to avoid skin diseases and other health conditions.

This unique and caring approach was much appreciated by the more than 200 people who



A volunteer trims hair while Leticia Gonzales, (center back in visor) of Health Services AIDS Program Office and Marie Brown, (rear) Director, Skid Row Medical Outreach Project encourage other homeless participants.

were served!

According to Marie Brown, Director, Skid Row Medical Outreach Project, the project was good for the morale of the homeless as well as the volunteers. It brought together two groups which rarely interact.

Retirement Plans: Transfer Period

The Board of Supervisors has approved a resolution to allow employee-members of General Retirement Plans A, B, C, or D to transfer to Plan E and receive a refund on their retirement contributions plus interest. Present members of Plan E will have a choice of transferring to Plan D by "Buying Back" their past service credit. (Note: This option is not available to safety employees.)

The transfer period, between October 1, 1988 and December 31, 1988, marks the first time a transfer has been available since December 31, 1986.

To determine which available Plan (D or E) best meets their retirement goals, employees are urged to obtain all information possible before making a decision to transfer.

The Los Angeles County Employees Retirement Association (LACERA) will make election forms and extensive disclosure material available to employees through departmental personnel/payroll offices. In addition, employees with questions about technical retirement matters not addressed in the disclosure material may call the Retirement Association at 687-8040. Those considering a transfer to Plan E who have questions about the Long-Term Disability Plan should call the Long-Term Disability Section at 744-3080.

Some basic facts:

Plan D - Both the County and the employee

contribute on a monthly basis. Employees transferring to Plan D from Plan E must purchase their County service, including interest, and must pay in full by March 31, 1990. Purchase of prior non-County public service is optional.

Plan E - The County, not the employee, provides 100 percent of the contributions, including credit for qualified prior non-County public service.

Each retirement plan has the following common characteristics: a defined benefit paid to members upon retirement; a reduced benefit for early retirement; a further reduced benefit - determined by formula - for those members who contributed to Social Security; and specified benefits for survivors and dependents when the member dies or is disabled in service or dies after retirement. For Plan E, preretirement survivor and disability benefits are provided exclusively through the Long-Term Disability (LTD) Plan.

Employees considering a transfer to Plan E should also be aware that refunds of contributions made since August 1, 1983 and all interest refunded to employees are taxable in the year ending December 31, 1989. Refunds of contributions made before August 1, 1983 are not taxable. Employees with tax liability questions should consult a tax expert or the IRS at 629-1040.

Continuation of Insurance Through COBRA

On September 15, 1987, a federal law known as COBRA became effective for County employees ("Subscribers") and their eligible dependents ("Beneficiaries"). In certain instances where coverage under County-sponsored health insurance plans would otherwise end, Subscribers and Beneficiaries are entitled to elect to continue their medical and dental plans at their expense for a period of 18 or 36 months, based on the following qualifying events:

18 months	36 months
- Subscriber's hours are reduced thereby causing loss of eligibility for group insurance	- Dependent child ceases to qualify as a "dependent" under the plan*
- Subscriber's employment terminates for reasons other than his/her gross misconduct	- Divorce or legal separation or the subscriber from his/her spouse*
	- Death of the Subscriber

* The employee must notify the County COBRA Unit within 60 days after divorce, legal separation, or when a dependent child ceases to qualify as a dependent under the plan.

If you experience a Qualifying Event and complete an election form to continue your insurance coverage, it is in your best interest to return the completed form quickly, so that no interruptions occur in the payment of your claims. The County COBRA Unit will bill you directly for premiums upon receipt of your completed election form.

(Note: There is no County contribution to COBRA coverage - you will be required to pay the full insurance premium.)

Some administrative time is required to process election forms and forward premium payments to insurance companies. If health care services are required after regular coverage ends, but before the insurance company has received the initial COBRA payment, doctors or hospitals can verify COBRA coverage by contacting:

Los Angeles County COBRA Unit
(213) 974-2474

Employees who have experienced a Qualifying Event and want complete details regarding COBRA provisions should contact their personnel office.

ton Municipal Court, and Affirmative Action Compliance Office. Department award winners with the highest per capita participation were: Public Social Services, Facilities Management, Los Angeles Municipal Court, Chief Medical Examiner-Coroner, Southeast Municipal Court, and Affirmative Action Compliance.

This year's campaign slogan makes good sense: "U.S. Savings Bonds - Your Passport to a Better Future." Savings Bonds continue to provide a safe and convenient way to save. Why not join the County work force already buying Savings Bonds through payroll deduction?

Double Shifts

(Continued from page 1)

expectations." The program has been working successfully for seven months, and involves 10 persons.

Karen Anderson from the Assessor's Department reported that after a trial 4/40 compressed work week, management and employees alike have chosen a 9/80 shift. Eighty percent of the 1,400 employees are on a 9/80 shift, working a total of 80 hours in nine instead of the usual 10 days. Thus, participants take turns getting every other Friday off. The department is also introducing staggered work shifts, with employees arriving in increments from 7 to 8 a.m., and leaving in increments from 4 to 5 p.m. Also, the Assessor's Department is implementing a modified double shift, with data entry from 7 a.m. to 4 p.m., and with contract employees working from 3:30 to 11:30 p.m.

Kathy Treggs of the Registrar-Recorder said her department was pleased to find enough employees interested in alternate work schedules. The department has extended the public's access to birth, death and marriage records from 8 a.m. to 8 p.m.

The Chief Examiner-Coroner's Office is reducing its backlog, thanks to double shifts. Staff are able to take advantage of the quiet early morning hours to microfilm reams of records, while an evening staff enables the public to pick up their deceased relative's valuables.

Los Angeles Municipal Court, one of the leaders in the double shifts project, has three courtrooms in Criminal Courts scheduled for their Split Court Program, according to Lois Matuny. Related law enforcement agencies, defense attorneys and prosecuting agencies have cooperated to allow several hundred people to appear in court on alternate schedules.

The Welfare Payments Division of Public Social Services is conducting an alternative work shift pilot program, Annette Davis informed the group. In addition, DPSS is studying the feasibility of combining two district offices into one facility, with varying work schedules.

Leaders In Savings Bonds

(Continued from page 1)

Community and Senior Citizens Services; Ray Drake, Southeast Municipal Court; and Larry Bryant, Affirmative Action Compliance Office.

A trophy of appreciation was presented to Supervisor Deane Dana by Gregg Houston, Director of Savings Bonds Sales, U. S. Treasury Department.

Awards of Patriotism were presented by Mr. Houston to the County departments with the highest percent participation and the highest per capita participation during the 1988 campaign. The highest participation award recipients were: Probation Department, Facilities Management, Treasurer and Tax Collector, Animal Care and Control, Comp-



Patricia Van Gaalen, in the middle, with family.

County employees were once again treated to an opening night performance at the Los Angeles Music Center Opera. More than 1,000 employees joined the Opera League in attending the special-priced performance of Leos Janacek's "Katya Kabanova" August 10 in the Dorothy Chandler Pavilion. The tragic love story featured Viennese superstar Leonie Rysanek and American Soprano Karan Armstrong. County employees had many favorable comments.

A sampling:

Encore Night at the



DENISE SISCOE-GULLISON, El Monte Library

"My date and I have just been to see "Tristan und Isolde", and we'll be seeing "Les Misérables" later this month. He's a music student. I'm just learning about opera. It's nice getting tickets for only \$5."

PATRICIA VAN GAALEN, Los Angeles Municipal Court

"This is my first opera. I'm enjoying the love scenes, but also the conflict between the mother and her son, Tichon. It's nice having super titles, also, to follow the story (which was sung in Czechoslovakian)."

LOVIE BIZER, Public Social Services, Cudahy District Office

"It's a love story, which I like. That's my



Lovie Bizer, DPSS employee, with former co-worker Suzette Moore.

favorite. It's realistic, too. I enjoyed the stage props and the extras who moved them around . . . an enjoyable way to spend an evening."

MARGARET HAMWEY, Olive View Medical Center

"I thought it was an extraordinary opportunity to attend a first-rate production." (She said she paid several hundred dollars for the Royal Opera Cycle during the Olympics.) "It was truly melodious, as advertised. I enjoy taking friends to their first opera. My date declared it excellent."

MORE to See & Do

Day of the Bird

October 15 Whittier Narrows Nature Center
1000 North Durfee Avenue
(818) 444-1873 South El Monte
Bird and nature walks, wild bird lectures, Indian dancing and stories, crafts demonstrations, music, photo and other contests.

Eleventh Annual "Festival of Masks"

October 29 & 30 Hancock Park
650 S. Ogden Drive
(213) 857-6240 Los Angeles
Co-sponsored by the County Parks and Recreation Department and the Craft and Folk Art Museum.

75th Anniversary - Free Admission

November 6 Natural History Museum
900 Exposition Blvd.
(213) 744-6397 Los Angeles

Gardens For All Seasons

October 14 - 23 ARBORETUM
301 N. Baldwin Ave.
(818) 446-8251 Arcadia

Rose Show

October 15 - 16 DESCANSO GARDENS
1418 Descanso Dr.
(818) 790-5571 La Canada-Flintridge

Chrysanthemum Show

October 29 - 30 DESCANSO GARDENS

"The County Family: Generations Of Caring" This Year's Theme For The Community Support Program



The three-month, charitable giving campaign now underway encourages County employees to sign up for payroll deduction through United Way and/or Brotherhood Crusade.

In addition, a variety of kick-off events held September 12 helped raise funds for community support programs. Traditionally, many departments urge employees to sponsor fundraising events during this time, and a friendly spirit of competitiveness among work teams contributes to impressive results.

United Way funds more than 360 community service agencies in Los Angeles County, including those involved in child care, substance abuse rehabilitation, gang violence prevention, care for the elderly and services for the homeless and hungry. The American Red Cross, Salvation Army, Boy Scouts of America and YMCA/YWCA are among the

many well-known agencies supported by United Way dollars.

Brotherhood Crusade, celebrating its 20th anniversary year, also provides resources for a variety of health, education and welfare programs that impact our communities. This year the emphasis is on teenagers, "who are doing a balancing act between right and wrong," said Pamela Brooks, Executive Director. This year's slogan is "Get On Board."

Employees contributing through payroll deduction and wishing to designate a particular agency may now participate in a two year designation pilot project.

All interested employees are requested to contact their departmental Community Support Program Coordinators or their payroll office.

County of Los Angeles

DIGEST

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Room 783, Hall of Administration
500 West Temple Street
Los Angeles, CA 90012

Telephone: 974-1784