



DIGEST

Around and About

FIFTY-TWO-year-old Robert Chass, who has spent almost half his life with APCD, was named County air pollution control officer last Tuesday (April 10). He had been chief deputy to retiring Louis Fuller since 1965.

COUNTY COUNSEL John Maharg, who in February advised department heads and members of some 60 County boards and commissions that they must file financial disclosure statements, now has notified them, in effect, to forget it. Maharg acted after the California supreme court ruled 5-2 (March 26) that the disclosure law "undertakes an overbroad intrusion into the right of privacy and thereby invalidly restricts the right to seek or hold public office or employment." The 1969 law would have required listing of any income-producing property or investments worth more than \$10,000. Deadline for County executives and commissioners to file their statements had been April 14. County clerk William Sharp said his office has 65 statements which were filed before the supreme court decision. He is keeping them, for the time being, as sealed, non-public documents.

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SALARY SURVEY SHOWS RISE

DIRECTOR OF personnel Gordon Nesvig released this week findings of the annual joint wage and salary survey. It revealed, as did last year's survey, an uneven upward trend of pay in the Los Angeles area.

Nesvig said the survey found that pay for some benchmark jobs comparable to County jobs had moved upward less than one percent, others had increased more than 10 percent. The over-all average increase was 6.2 per cent.

Nesvig said the findings will influence the 1970-71 salary recommendations he will send to the Board of Supervisors on Friday, May 1.

The five surveying agencies—the County, City of Los Angeles, City Housing authority, Los Angeles City Schools, and Los Angeles Junior College district—jointly agreed on 60 "benchmark" jobs for the study. These were defined as jobs easily described and tending to be similar no matter who the employer is.

R. E. Milne of the L. A. City administrative office directed the survey staff of 15. They obtained information from 682 private firms within Los Angeles county—companies having jobs comparable to those in local government and willing to provide the information (some firms declined).

The surveyors' stock question was: "Does your company have any jobs that fit the survey description? If so, how many persons and at what rates as of March 1, 1970?"

Replies covered a total of 114,015 workers—46,700 of them in manufacturing; 14,400 in utilities, transportation and communications; 10,100 in wholesale and retail trade; 8,800 in finance, insurance and real estate firms; and approximately 34,000 in service industries.

Crews of County key punch and tab machine operators processed the survey information onto 38,000 data cards for comparative study by the personnel department's classification-compensation branch.

The County personnel department augmented the local joint survey by conducting scores of special surveys of unusual jobs such as embalmers, tree trimmers, airport managers, water service men and others not found in the major survey of private firms. Nesvig said these findings are being considered in arriving at the forthcoming County salary recommendations.

Why the Survey?

The joint annual wage and salary surveys, which began 28 years ago, are an outgrowth of section 47 of the County charter which says: "In fixing compensation to be paid to persons under the classified civil service, the Board of Supervisors shall, in each instance, provide a salary or wage at least equal to the prevailing salary or wage for the same quality of service rendered to private persons, firms or corporations under similar employment in case such prevailing salary or wage can be ascertained."

Paper Flood Brings Changes for Clerk

THE BOARD of Supervisors has approved a reorganization in County clerk William Sharp's department to cope with a fast-growing load of court papers.

A report from CAO Lin Hollinger's management services division said Sharp's office, the largest of its kind in the state, will receive 230,000 new case filings this year and will issue more marriage licenses and corporation certificates than any other county clerk's office.

Sharp and the CAO recommended dividing the department into four major divisions—central civil and probate; criminal, juvenile, and mental health; district court operations; and administrative services. The marriage license bureau and corporation division will be combined.

The reorganization plan also calls for switching to a computer for following civil and criminal cases and other record keeping. "The present paper work system in the superior court," the report said, "has changed little from the methods developed in the 19th century. Alphabetic indices are still printed daily and registers of action are still maintained by hand entry."

Other scheduled improvements include soundproofing the key punch area and separating it from the storage cabinets.

Hollinger praised Sharp and his staff for their cooperation during the management study.

Reshuffle at Parks

In separate action, the Board of Supervisors approved reshaping the top structure of the parks and recreation department to have four agency heads (deputy directors) reporting directly to director Norman Johnson. All parks maintenance will be placed in a "facility services" agency. The existing planning division will become a separate agency. The vacant job of chief deputy will be eliminated.

CAO Hollinger recommended the changes following a management study.

New Commissioner

THE EMPLOYEE relations commission, after making do with only two members since Feb. 28, was back to full force this week following appointment of Ben Nathanson as the third commissioner.

The Board of Supervisors named him (March 31) from a list of three nominees proposed jointly by County management and a committee of employee unions and associations.

Nathanson will fill the term of Lloyd Bailer who resigned effective last Feb. 28. The unexpired three-year term runs until Oct. 7, 1971.

Other ERCOM members are chairman Melvin Lennard and Neely Gardner.

Nathanson, 62, has been personnel director of Walter Carpet Mills, Ludlow Corporation, City of Industry, since 1963. He was born in Rochester, N. Y.; was graduated from the University of Toronto, Canada; served as administrative assistant to UAW president Walter Reuther in Detroit (1943-49); and later was an industrial relations consultant in Los Angeles.

He lives with his wife, Carla, in Hollywood. His son, Weston, teaches mathematics at San Fernando Valley State college, Northridge.

Board Votes Increases

PAYCHECKS OF approximately 7,500 County firemen, sheriff's officers and related classes will rise by 11 percent starting two weeks from now (April 24).

The Board of Supervisors granted the increase March 24. It covers the deputies and firemen plus 382 guards, 279 corrections officers and fire dispatchers, 227 D-A and public defender investigators, 113 life guards and harbor patrolmen, and 36 others including fingerprint technicians, criminalists, APCD inspectors and helicopter pilots.

Social Workers to Vote

THE AMERICAN Arbitration association will conduct elections May 7 among six units of County social workers to choose their negotiating representatives. Election details will appear in the May 1 DIGEST.

LACEA Wins 3 Units, Maybe 4

LOS ANGELES County Employees association won the right to represent three units of white-collar workers in an April 1 election and may have squeezed out a victory in a fourth unit. A fifth unit, composed of 440 appraisers, chose California Association of Professional Employees (CAPE) as its representative. The vote—CAPE 286, LACEA 39, neither 15.

Returns in the other four units:

Unit 1 (nearly 13,000 clerks, typists, cashiers and others)—7,320 Yes for LACEA (57 percent); 404 No.

Unit 2 (1,285 supervisory clerical and office employees)—702 Yes for LACEA (55 per cent); 38 No.

Unit 3 (770 administrative technical and staff services employees)—389 Yes for LACEA (50.5 percent); 41 No. A small group of professional employees tentatively assigned to this unit voted 21 to 9 not to join it.

Unit 4 (302 supervising administrative technical and staff employees)—outcome still in doubt. LACEA received 144 Yes votes (47.6 percent) to 18 No, but may receive enough Yes votes among 212 yet unopened challenged ballots to pass the 50 percent mark. The employee relations commission at its meeting today (April 10) is expected to order opening of the challenged ballots.

A group of professional appraisers and accountant-auditors voted 168 to 6 not to be included in unit 4.

County of Los Angeles

DIGEST

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Editorial Office: Room 526 Hall of Administration, 222 North Grand Avenue, Los Angeles 90012
Telephone 427-1011
For extra copies, extension 65420

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