

**LOS ANGELES COUNTY
CITIZENS ECONOMY AND EFFICIENCY COMMITTEE**

ROOM 372, HALL OF ADMINISTRATION / 500 WEST TEMPLE / LOS ANGELES, CALIFORNIA 90012 / 625-3811, Ext. 64805

M I N U T E S

DATE: THURSDAY, APRIL 18, 1968
TIME: 9 A.M.
PLACE: ROOM 739 - HALL OF ADMINISTRATION

Attendance:

Robert Mitchell, Chairman
Raymond Arbuthnot
Davis Brabant
Mrs. Ray Kidd
Harlan Loud
P. S. Magruder
Irvin Mazzei
Mrs. Benjamin Erick Smith
Gus Walker
Burke Roche, Executive Secretary

Robert Mitchell,
Chairman
Raymond Arbuthnot
John C. Bollens
Davis Brabant
Max Candiotty
Maurice Rene Chez
Lynne A. Frantz
Dr. Warren S. Jones
Mrs. Ray Kidd
Harlan Loud
P. S. Magruder
Kiyoshi Maruyama
Irvin Mazzei
Maurice McAlister
Harold C. McClellan
Ferdinand Mendenhall
Earl Burns Miller
Mrs. Benjamin Erick Smith
Burke Roche,
Executive Secretary

The meeting was called to order at 9 a.m. Mr. Mitchell called on Mr. Magruder to report on the progress of the Executive Compensation Study.

Mr. Magruder reported that one of the most surprising things the committee has discovered is that in many cases, subordinates are making a higher or the same salary as their superiors. He stated that as a result of this situation, a heavy compression problem exists. In addition to the compression problem, a number of special cases have been found where the County has been unable to employ the type of help it needs because of the insufficient salaries paid such as to doctors and lawyers. Mr. Magruder stated that these cases needed special attention. He said that these positions have been increased considerably more than the others. There was no effort made, however, to keep all these jobs on exactly the same schedule increase, only the relative positions which were in the same schedule range. He said that in using the Theodore Barry recommendations as a guide, some salaries were too high and therefore constituted inequities in several cases.

He said that some of the executives are going to be very unhappy because they will not receive what is thought to be a "standard increase." He said the Barry recommendations for salaries run pretty much across the board. The department head salary increases run from a range of 4% to 12%. The net result is a total of \$700,000 of which \$92,000 is in the top 45 positions. The balance is distributed among the other management jobs. He said that he and Mr. Roche had talked to each of the Supervisors individually regarding the basics of the report. Mr. Magruder stated that he and his salary sub-committee members agree that a salary committee should be established. The committee should include the Director of Personnel, County Counsel, Chief Administrative Officer, and the District Attorney. It is necessary that this problem of executive salaries be studied by a top level group. He said that a range of eight to ten schedules should exist between the salary ranges of the heads of the departments in the County and their chief deputies, and a span of not less than two schedules between the lower levels. As soon as an employee receives a promotion that puts him into management, he loses some of his benefits such as sick time, over time, and vacation. Most of this time is accumulated over the period of time worked. As an example, only upon resignation or retirement does an executive receive pay for over time. Mr. Magruder stated that situations such as these must be corrected. He then turned the discussion of the report over to Mr. Roche.

Mr. Roche stated that the presentation of the Executive Compensation report would be made to the Board at the same time that the Director of Personnel made his recommendations to it on the salaries of the County employees not involved in the survey. This will be on Tuesday, May 7. Copies of the report will be given to the Board members on Tuesday, May 2 for its perusal before the May 7 Board meeting. On May 3, the report will be released to the press.

Mr. Arbuthnot made a motion to approve in principle the report in lieu of the completion of the full report. The motion was seconded by Mr. Loud and approved by the Committee.

Mr. Roche told the Committee that the hearing on AB 947 was set for April 24 in Sacramento. He will report on the Committee's findings regarding the Sheriff-Marshal proposal when he returns from Sacramento.

The meeting was adjourned at 10:20 a.m.