

LOS ANGELES COUNTY
ECONOMY AND EFFICIENCY COMMISSION

ROOM 163, HALL OF ADMINISTRATION / 500 WEST TEMPLE / LOS ANGELES, CALIFORNIA 90012 / 974-1491

Dr. Warren H. Schmidt, Chairperson
Gloria Starr, Vice Chairperson

George E. Bodle
Dr. Catherine G. Burke
John D. Byork
Margaret Peterson Carr
Anne S. Collins
Dorothy Avila Courtney
Dr. Mario Di Giovanni
Dr. Carolyn L. Ellner
Jerry Epstein
Milton G. Gordon
Richard S. Gunther
Mary Jane Kidd
Leo A. Majich
Lauro J. Neri
Robert Ruchti, II
Luis A. Ruiz, CLU
George Shellenberger
Bryan Walker

Burke Roche
Executive Secretary
John Campbell
Staff Specialist
Maxlynn Larsen
Commission Secretary

MINUTES

FULL COMMISSION MEETING

NOVEMBER 7, 1979

Members Present:

Warren Schmidt, Chairperson
Susan Berk
George Bodle
Catherine Burke
Margaret Patterson Carr
Carolyn L. Ellner
Richard G. Lillard
Lauro J. Neri
George Shellenberger
Bryan Walker

Members Excused:

Gloria Starr, Vice-Chairperson
John D. Byork
Mario Di Giovanni
Milton G. Gordon
Mary Jane Kidd
Thomas F. Kranz
Robert Ruchti, II

Absent:

Anne Collins
Leo A. Majich

Warren Schmidt called the meeting to order at 9:40 a.m.

Announcements:

Warren Schmidt announced that Jerry Epstein has resigned from the commission. He asked the commission members whether they would like to recognize Jerry in some special way for his many years of service with this commission. After some discussion, the commission asked John Campbell to determine what steps are necessary to request suitable recognition by the Board of Supervisors.

Dr. Schmidt also announced that in the Spring of next year, he will be leaving California for Washington, D. C. where he will be working for one year with the Washington campus of the Public Affairs Center of the University of Southern California. He plans to resign from the commission when he leaves the State.

At the December commission meeting, nominations will be made for the coming year's officers, to be elected in January. Also in December, the Board of Directors of the Foundation for Effective Government will recommend a commissioner to replace Jerry Epstein on the Board.

The minutes of the October meeting were approved as presented. Motion was made to excuse the following absent people: Gloria Starr, John Byork, Mario DiGiovanni, Milton Gordon, Mary Jane Kidd, Thomas Kranz and Robert Ruchti.

TASK FORCE REPORTS:

Incentives/Disincentives Task Force:

The task force plans to look at some departments and make comparisons between current, 1976, and possibly 1973 statistics to determine the extent of the management attrition problems facing the County. John Campbell has met with representatives of the Department of Personnel, who have supplied initial data. Susan Berk, Co-chairperson of the task force would like to have some input from the entire commission when the indicators are available. The task force plans to look at different levels of managers in two or three departments to try to determine what keeps managers from being effective within the County. Supervisor Edelman's office has offered to help and suggested we look at the Departments of Senior Citizens' Affairs and the Registrar-Recorder. Last month, Alexander Pope, the County Assessor invited the commission to study his department. The task force hopes to recommend strategies to overcome disincentives and to increase or create new incentives.

Margaret Carr pointed out that two of the sources of motivation that seem to work elsewhere are difficult to find in government. First, rewards for individual performance have always been generally unavailable in a civil service system. Second, government is no longer a growth industry able to offer significant advancement in the organization. Therefore, either a third source of motivation must be found or the systems adjusted to accommodate better incentives.

George Shellenberger suggested looking at some of the departments to see if they are really needed.

Question was raised as to the effects of Proposition 4 - limitation of government spending. At this time the impact seems to be unclear; however, the CAO feels the County is well within the expenditure limitations imposed by the Proposition.

Government Structure:

Catherine Burke reported that she spoke to the Citrus Belt League of Cities in San Bernardino. This group was less negative on our study than expected, and some support may develop. It is clear that the

pressures are building and that people want to find structural means of cutting back without wholesale elimination of government services. This task force is seeking financial support from the Haynes Foundation to perform additional research. An application has been prepared and will be submitted in time for their next meeting. If the application is successful, Myrna Mandell will be the project director. Warren Schmidt commended Catie Burke for this undertaking. Catie Burke mentioned that John Campbell spoke on this subject at the California LAFCO meeting in Stockton.

Task Force on Proposition 13:

Margaret Carr reported on the task force meeting regarding the first rough draft of the report on Proposition 13. She asked the commission members to go over the draft and make any suggestions or comments. She especially wanted some input on clarifying the report.

John Campbell gave a presentation of graphs and charts showing both the Pre 13 and Post 13 budget and workforce in the various County departments. He also went over a portion of the rough draft of the entire report on Proposition 13.

Margaret Carr pointed out the complexity of this report and the fact there is no simplistic method of reporting on the Impact of and Responses to Proposition 13. In this report, assumptions are being made that the Pre Prop 13 savings are attributable to economy seeking measures of the County, Post Prop 13 savings are attributable to the mandate of Proposition 13 and that the best overall indicators of effects are the budget and size of the workforce. Details were developed for the Library and the Sanitation Districts; Margaret Carr plans to develop more detail on an administrative and a human services department. One theme developing for this report is that the County was acting within the constraints of public policy and the intergovernmental system, to introduce economies both before and after Proposition 13. Further major gains could affect policy or structure

The task force asked the commission for advice on whether the report should be released all at once or as a series. Suggestion was made that it be published in two volumes - an editorial volume and a statistical volume. The target date for the completed report is the January commission meeting, with the understanding that delay until February may be necessary.

The commissioners were again reminded that nomination of officers will be in December.

Meeting was adjourned at 11:55 a.m.