COUNTY OF LOS ANGELES
DEPARTMENT OF HUMAN RESOURCES

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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

August 19, 2005

To: Each Supervisor

From: Michael J. Henry
Director of Personnel

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL CENTER (KDMC)**

This status report reflects information as of August 18, 2005. Please keep in mind that this information changes daily and, therefore, the information in this report is a snapshot in time.

DISCIPLINE

Overall, since January 2004, we have taken disciplinary actions against 277 employees at KDMC. Of this number, 139 actions have resulted in discharges, releases or resignations. A total of 36 disciplinary actions have been taken against physicians and 27 physicians have been discharged or resigned. Our open caseload is currently 95 (detailed summary information is contained in Attachments I and II). Since our last report, we have closed 13 cases and have opened three additional cases.

Our closure rate this week far exceeded the number of referrals received. This has resulted in our reaching our milestone of less than 100 open cases. We expect the trend to revert to a more balanced number of cases closed versus open in the coming weeks.

We would also like to report that the Department of Health Services has adopted the department-wide use of the database designed by my on-site DHR Performance Management Team and programmed by DHS. We are pleased that the remainder of DHS will benefit from the use of such a valuable tool that will assist in monitoring and tracking its performance management activities.

RECRUITMENTS

Antionette Smith Epps has accepted the position of Chief Executive Officer, Martin Luther King, Jr./Drew Medical Center, effective October 17, 2005. Eligible registers are available for the new CEO to use in selecting the Chief Operations Officer (COO) and Chief Nursing Officer (CNO). The COO and CNO recruitments are open and the search firms will continue in their efforts to recruit until candidates are appointed.

The RN Interview Day held at KDMC on August 17, 2005 attracted 15 candidates. Job offers were made to three Registered Nurses and one Psychiatric Technician, pending DHS approvals and other pre-hiring clearances. The candidate selected for Clinical Nursing Director II, Perioperative and Women's Services position started work on Monday, August 15, 2005.

If you have any questions, please call me.

MJH:REB
SBH:ck

Attachments

c: David E. Janssen
Thomas L. Garthwaite, M.D.
Ray Fortner
Violet Varona-Lukens
Fred Leaf
Kae Robertson
Hank Wells

H:KDMCSTATUSMEMO 8-19-05 FINAL

KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE

Period: 01/26/04 - 08/18/05

Dated: 8/18/2005

Closed Cases -	541
Open Cases -	95
Referred Cases -	14
Grand Total =	650

TYPE OF ADMINISTRATIVE ACTION	Medical Staff [1]	Ancillary Medical Staff [2]	Nursing Staff [3]	Pharmacy Staff	All Other Staff	TOTALS
Formal discipline:						
Discharges	8	0	20	0	13	41
Discharges of Probationers	0	2	5	0	3	10
Suspensions (6 - 30 Days)	2	6	27	3	13	51
Suspensions (1 - 5 Days)	4	6	20	1	11	42
Reprimands	5	1	20	2	8	36
Warnings	1	1	1	3	3	9
Resignations in Lieu of Administrative Action	16	6	22	6	6	56
Release of Temporary Employee	7	0	20	0	4	31
Medical Release	0	0	0	0	1	1
Subtotal	**43**	**22**	**135**	**15**	**62**	**277**

TYPE OF ADMINISTRATIVE ACTION	Medical Staff [1]	Ancillary Medical Staff [2]	Nursing Staff [3]	Pharmacy Staff	All Other Staff	TOTALS
Non-Disciplinary [4] Corrective Actions	18	7	30	42	24	121
Total Actions Taken	**61**	**29**	**165**	**57**	**86**	**398**

[1] Includes: Physician series; Physician's Assistant; and Nurse Practitioners
[2] Includes: Surgical Technicians; Medical Technologists; etc.
[3] Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant
[4] Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

Attachment I

KDMC HUMAN RESOURCES / PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT – *MEDICAL STAFF*
Period: 01/26/04 – 08/18/05

Dated: August 18, 2005

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Formal Discipline:				
Discharges	6	2	0	8
Discharges of Probationers	0	0	0	0
Suspension (6 - 30 Days)	1	1	0	2
Suspension (1 - 5 Days)	3	1	0	4
Reprimands	4	1	0	5
Warnings	1	0	0	1
Resignations in Lieu of Administrative Action	14	1	1	16
Release of Temporary Employee	7	0	0	7
Medical Release	0	0	0	0
Subtotal	36	6	1	43

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Non-Disciplinary Corrective Actions	16	1	1	18
Total of Action Taken	52	7	2	61

Attachment II