COUNTY OF LOS ANGELES
DEPARTMENT OF HUMAN RESOURCES

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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

September 9, 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 September 8, 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 293 employees at KDMC. Of this number, 148 actions have resulted in discharges, releases or resignations. A total of 36 disciplinary actions have been taken against physicians and 28 physicians have been discharged or resigned.

Since our last report, we have closed ten cases and have opened ten additional cases. As a result, our open caseload is currently 88 (detailed summary information is contained in Attachments I and II). There is one new physician case which involves an allegation of failure to complete annual health screening.

RECRUITMENTS

With the assistance from the KDMC Public Information Office, radio and newspaper Public Service Announcements (PSAs) were developed to advertise the monthly RN Interview Day events. In addition, a system-wide email blast will be sent to all Department of Health Services employees announcing the September 16th RN Interview Day and encouraging them to tell their non-County colleagues about the event.

We will be contacting appropriate agencies to determine the availability and interest of evacuees seeking to relocate to the Los Angels County area for employment opportunities in medical, nursing, and ancillary positions, as well as other available vacancies Countywide.

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 9/9/05 Final

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

Period: 01/26/04 - 09/08/05

Dated: 9/8/2005

Closed Cases -	569
Open Cases -	88
Referred Cases -	17
Grand Total =	674

TYPE OF ADMINISTRATIVE ACTION	Medical Staff [1]	Ancillary Medical Staff [2]	Nursing Staff [3]	Pharmacy Staff	All Other Staff	TOTALS
Formal discipline:						
Discharges	8	1	22	0	14	45
Discharges of Probationers	0	2	5	0	4	11
Suspensions (6 - 30 Days)	2	6	31	3	14	56
Suspensions (1 - 5 Days)	4	6	20	1	12	43
Reprimands	5	1	20	2	10	38
Warnings	0	1	1	3	3	8
Resignations in Lieu of Administrative Action	16	7	22	6	6	57
Release of Temporary Employee	8	1	20	0	5	34
Medical Release	0	0	0	0	1	1
Subtotal	**43**	**25**	**141**	**15**	**69**	**293**

TYPE OF ADMINISTRATIVE ACTION	Medical Staff [1]	Ancillary Medical Staff [2]	Nursing Staff [3]	Pharmacy Staff	All Other Staff	TOTALS
Non-Disciplinary Corrective Actions [4]	20	7	30	43	25	125
Total Actions Taken	**63**	**32**	**171**	**58**	**94**	**418**

[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 – 09/08/05

Dated: September 8, 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	0	0	0	0
Resignations in Lieu of Administrative Action	14	1	1	16
Release of Temporary Employee	8	0	0	8
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	18	1	1	20
Total of Action Taken	54	7	2	63

Attachment II