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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

November 23, 2005

To: Each Supervisor

From: Michael J. Henry
Director of Personnel

Thomas L. Garthwaite, M.D.
Director and Chief Medical Officer
Department of Health Services

Subject: **RECRUITMENT OF MEDICAL PROFESSIONALS AFFECTED BY THE GULF COAST STORMS**

The following information is provided in response to your November 1, 2005, Motion instructing the Director of Health Services to work with the Department of Human Resources and the Los Angeles County Medical Association (LACMA) to report back in 30 days on the feasibility of providing a "fast track" hiring mechanism for medical professionals displaced by recent natural disasters impacting our country and any other recommendations for their hire.

With online application filing capability and an evaluation of training and experience generally serving as the civil service examination the current hiring process for physicians provides for an expedited process to place qualified applicants on eligible registers and allow for immediate hiring consideration.

Department of Human Resources' staff have been in contact with Marcy Zwelling, past president of LACMA, and David Pruitt, LACMA Vice President of Government Relations / Public Affairs, who provided the following information:

- The California Medical Association has not received any inquiries from physicians wanting to relocate to California. If an inquiry is received, they have established a designated person to assist the physician with the transition, including an expedited licensing process (provided the physician is licensed in good standing by another state board).

- Dr. Floyd Buras, President of the Louisiana State Medical Society, indicated that a registry is being developed on the organization's website to list those physicians

who want to relocate. He voiced interest in becoming involved in the effort to help these physicians relocate to California.

- Dr. Palmisano, past president of the American Medical Association, is also eager to assist in the effort.

Additionally, staff have made extensive personal contact with representatives from Tenet Healthcare, Universal Health Services, Hospital Corporation of America, and the Louisiana State Nurses Association in order to garner pertinent information and facilitate awareness of our job opportunities.

Furthermore, the following recruitment activities have been completed to reach displaced medical professionals:

- Email all physicians who have registered on the Louisiana State Medical Society Physician Work Opportunity Portal website expressing a desire to relocate.

- Job postings on the following websites:
  - Back-to-Work NOLA
  - Craiglist – New Orleans
  - Health eCareeers.com
  - Jobs4Katrina.com
  - KatrinaJobs.com
  - Katrina Recovery Job Connection
  - Louisiana State Medical Society
  - Louisiana Works
  - Texas Workforce Commission

- Development of a healthcare recruitment flyer to be distributed to healthcare systems in the affected areas.

As staff have investigated opportunities to recruit medical professionals from the gulf coast areas, we have found the following:

- Hospital systems in the affected areas are placing their displaced employees in other facilities within their given networks. To heighten the attraction of this option, they are also offering aid to the employees' families. Hospital systems such as Tenet plan to rebuild their facilities in the affected areas.

- Some associations representing medical professionals in the affected areas are not referring out-of-state jobs to their members in order to ensure that medical expertise remains within the affected states in expectation of community revitalization.

- None of the 75-100 displaced individuals who voluntarily relocated to California and have sought employment assistance from the California Employment Development Department are medical professionals.

Despite these challenges, staff are continuing discussions with Dr. Zwelling and Mr. Pruitt in research strategies to augment the recruitment initiative.

If you have any questions, please call me or Susan Toy Stern, Chief Deputy, at (213) 974-2631.

MJH:STS
NA:smh

Attachment

c: Chief Administrative Officer
Executive Officer, Board of Supervisors
County Counsel
Marcy Zwelling-Aamot, M.D.

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