



THOMAS L. GARTHWAITE, M.D.
Director and Chief Medical Officer

COUNTY OF LOS ANGELES
DEPARTMENT OF HEALTH SERVICES
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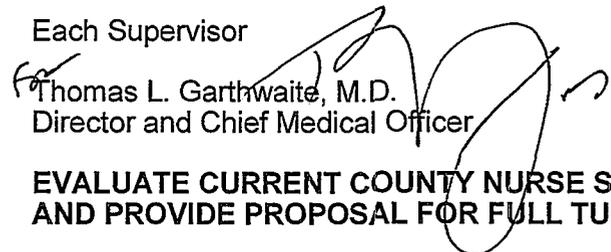
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January 4, 2005

TO: Each Supervisor

FROM:  Thomas L. Garthwaite, M.D.
Director and Chief Medical Officer

SUBJECT: **EVALUATE CURRENT COUNTY NURSE SCHOLARSHIP PROGRAMS
AND PROVIDE PROPOSAL FOR FULL TUITION REIMBURSEMENT**

On July 26, 2005, the Board approved a motion by Supervisor Antonovich directing the Department to evaluate the current County nurse scholarship programs and report back with a proposal that will provide full tuition reimbursement to individuals that commit four years of service to DHS. On September 28, 2005, the Department provided your Board with a memorandum detailing the proposal. As a result of this proposal, on November 8, 2005, the Board approved a motion by Supervisor Antonovich, directing the Department to:

- 1) Expand the Michael D. Antonovich Registered Nurse Program to include full scholarships to nursing students enrolled in two-year community colleges and four-year colleges with a minimum of four years commitment to County employment. This is to include the acceptance of spring and fall semesters or quarters, contingent upon assessments of nursing students.
- 2) Establish a pilot nurse recruitment program with the UCLA School of Nursing to recruit experienced nurses in Supervising/Experienced Staff Nurse and Nurse Manager positions at all County health facilities.
- 3) Reallocate existing funds for nurse recruitment, including tuition reimbursement funds and additional funds to expand or establish these new programs.

This is to provide our response to the three directives above:

Expand the Michael D. Antonovich Registered Nurse Program

The Department will revise the current contract to include the items stipulated in the Board motion. The timeline will be adjusted to include disbursement of scholarship awards to students attending spring and fall sessions.

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Establish a Pilot Nurse Recruitment Program with the UCLA School of Nursing

On November 29, 2005, the Department met with UCLA School of Nursing representatives to plan and develop a pilot program to be implemented at Martin Luther King Jr./Drew Medical Center (KDMC). DHS will be scheduling subsequent meetings.

KDMC's Chief Nursing Officer, DHS Nursing Affairs Director, and KDMC Recruiters later met with a group of 21 first year graduate nursing students to discuss part-time employment opportunities while the students are in school and career opportunities when they complete their Master of Science in Nursing program.

Reallocate Existing Funds for Nurse Recruitment

Funds will be shifted from an existing program within Nurse Recruitment as directed by the Board motion for fiscal year 2005-2006. These funds, originally earmarked for a DHS Registered Nurse Marketing Campaign, are available due to a delay in the implementation date. However, it will be necessary to request additional funding for fiscal year 2006-2007 in order for the programs to continue.

Please let me know if you have any questions or need additional information.

TLG:SM:jy
508:004

c: David E. Janssen, Chief Administrative Officer
Raymond G. Fortner, Jr., County Counsel
Violet Varona-Lukens, Executive Officer, Board of Supervisors
Paula Packwood, Chief of Staff to the Director and Chief Medical Officer
Vivian Branchick, Director of Nursing Affairs
Susan Moser, Acting Director, DHS Human Resources