



# COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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**MICHAEL J. HENRY**  
DIRECTOR OF PERSONNEL

January 13, 2006

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 January 12, 2006. Please keep in mind that this information changes daily; therefore, the information in this report is a snapshot in time.

## **DISCIPLINE**

Overall, since January 2004, we have taken disciplinary actions against 386 employees at KDMC. Of this number, 199 actions have resulted in discharges or resignations. A total of 45 disciplinary actions have been taken against physicians and 33 physicians have been discharged or resigned.

Since our last status report, we have closed 18 cases and have opened 22 additional cases. As a result, our open caseload is currently 69 (detailed summary information is contained in Attachments I and II).

One of the new cases involves the alleged failure by a Chief Physician to properly carry out responsibilities and perform supervisory duties. The physician has been removed from duty pending a decision regarding appropriate administrative action. Another new case involves a Physician who failed to renew credentials. The physician has been removed from duty without pay. A third case involves a Physician Assistant who was allegedly discourteous to fellow staff during a heated verbal exchange.

In addition, four new cases were opened involving nurses. Two of the cases involve allegations of substandard attendance and two involve allegations of failure to follow procedures regarding medical records.

*To Enrich Lives Through Effective and Caring Service*

## **RECRUITMENTS**

Five new nursing employees started work on January 3, 2006. One Staff Nurse was hired for the Critical Care Unit; one Staff Nurse was hired for Telemetry; one Licensed Vocational Nurse and two Clinic Nurse I's were hired for Hubert H. Humphrey Comprehensive Health Center (HHH). In addition, five nursing employees received promotions, as follows: two employees were promoted to Supervising Staff Nurse I in the Critical Care Unit; two were promoted to Staff Nurse in Medical/Surgical; and one was promoted to Clinic Nurse II in the HHH clinic.

If you have any questions, please call me.

MJH:STS  
SBH:ck

### Attachments

c: David E. Janssen  
Bruce Chernof, M.D.  
Ray Fortner  
Violet Varona-Lukens  
Antionette Smith Epps  
Fred Leaf

G:KDMCSTATUSREPORT Final1/13/06

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

Period: 01/26/04 - 01/12/06

Dated: 1/12/2006

Closed Cases -	722
Open Cases -	69
Referred Cases -	14
<b>Grand Total =</b>	<b>805</b>

TYPE OF ADMINISTRATIVE ACTION	Medical Staff <sup>1</sup>	Ancillary <sup>2</sup> Medical Staff	Nursing Staff <sup>3</sup>	Pharmacy Staff	All Other Staff	TOTALS
<b>Formal discipline:</b>						
Discharges	9	3	28	0	26	66
Discharges of Probationers	0	5	5	1	7	18
Suspensions (6 - 30 Days)	3	10	43	4	27	87
Suspensions (1 - 5 Days)	7	7	20	1	14	49
Reprimands	6	1	21	2	13	43
Warnings	0	1	1	3	3	8
<b>Resignations in Lieu of Administrative Action</b>	19	9	30	6	9	73
<b>Release of Temporary Employee</b>	9	1	26	0	5	41
<b>Medical Release</b>	0	0	0	0	1	1
<b>Subtotal</b>	<b>53</b>	<b>37</b>	<b>174</b>	<b>17</b>	<b>105</b>	<b>386</b>

TYPE OF ADMINISTRATIVE ACTION	Medical Staff <sup>1</sup>	Ancillary <sup>2</sup> Medical Staff	Nursing Staff <sup>3</sup>	Pharmacy Staff	All Other Staff	TOTALS
<b>Non-Disciplinary <sup>4</sup> Corrective Actions</b>	23	9	35	43	28	138
<b>Total Actions Taken</b>	<b>76</b>	<b>46</b>	<b>209</b>	<b>60</b>	<b>133</b>	<b>524</b>

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

**KDMC HUMAN RESOURCES / PERFORMANCE MANAGEMENT  
ADMINISTRATIVE ACTIONS STATUS REPORT – MEDICAL STAFF**

Period: 01/26/04 – 01/12/06

Dated: January 12, 2006

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<b><u>Formal Discipline:</u></b>				
Discharges	7	2	0	9
Discharges of Probationers	0	0	0	0
Suspension (6 - 30 Days)	2	1	0	3
Suspension (1 - 5 Days)	5	2	0	7
Reprimands	5	1	0	6
Warnings	0	0	0	0
<b>Resignations in Lieu of Administrative Action</b>	17	1	1	19
<b>Release of Temporary Employee</b>	9	0	0	9
<b>Medical Release</b>	0	0	0	0
<b>Subtotal</b>	45	7	1	53

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<b>Non-Disciplinary Corrective Actions</b>	21	1	1	23
<b>Total of Action Taken</b>	66	8	2	76