



COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

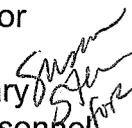
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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

January 27, 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 26, 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 395 employees at KDMC. Of this number, 201 actions have resulted in discharges or resignations. A total of 46 disciplinary actions have been taken against physicians and 33 physicians have been discharged or resigned.

Since our last report, we have closed 12 cases and have opened nine additional cases. As a result, our open caseload is currently 67 (detailed summary information is contained in Attachments I and II).

Three of the new cases involve physicians. One of the cases is related to notification received from the Department of Justice regarding the arrest of a Physician, Post-Graduate. The arrest involves an off-duty vehicle accident that occurred subsequent to the hiring of the Physician Post-Graduate. An investigation has been initiated and the Physician, Post-Graduate remains at work, at this time. The second case involves an allegation that a physician failed to carry out his duties. The employee has been subjected to a confidential peer review process; administrative action is pending. The third case involves an allegation that a Dental Specialist failed to renew clinical privileges. The dentist has been removed from duty without pay.

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Two new cases have been opened involving nurses. One of the cases involves an allegation of substandard performance by a Staff Nurse. The second case is related to an allegation that a Nurse Practitioner failed to renew clinical privileges. The Nurse Practitioner has been removed from duty without pay.

RECRUITMENTS

The KDMC Nurse Recruiter will be joining the Department of Health Services (DHS) Nurse Recruitment team to conduct interviews with Canadian registered nurses at a recruitment event being held in North Carolina on February 4 – 7, 2006. Under the North American Free Trade Agreement, Canadian nurses are eligible to work in the United States under a temporary employment visa. Discussions have been held between DHS, County Counsel, the Chief Administrative Office, and the Department of Human Resources to facilitate the hiring process.

Most nursing programs in Southern California are beginning their winter/spring semester. Plans are underway to ensure KDMC's presence at their job fairs and special events for 2006. During February, KDMC recruiters will visit Mount St. Mary's College, Rio Hondo Community College and California State University, Los Angeles.

If you have any questions, please call me.

MJH:STS
SBH:smh

Attachments

c: David E. Janssen
Bruce Chernof, M.D.
Ray Fortner
Violet Varona-Lukens
John R. Cochran III
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**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE**

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

Dated: 1/26/2006

Closed Cases -	736
Open Cases -	67
Referred Cases -	14
Grand Total =	817

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
<u>Formal discipline:</u>						
Discharges	9	3	29	0	26	67
Discharges of Probationers	0	5	5	1	7	18
Suspensions (6 - 30 Days)	4	11	44	4	30	93
Suspensions (1 - 5 Days)	7	7	20	1	15	50
Reprimands	6	1	21	2	13	43
Warnings	0	1	1	3	3	8
Resignations in Lieu of Administrative Action	19	9	30	6	9	73
Release of Temporary Employee	9	1	26	0	6	42
Medical Release	0	0	0	0	1	1
Subtotal	54	38	176	17	110	395

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
Non-Disciplinary ⁴ Corrective Actions	23	9	36	43	28	139
Total Actions Taken	77	47	212	60	138	534

- 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.

**KDMC HUMAN RESOURCES / PERFORMANCE MANAGEMENT
 ADMINISTRATIVE ACTIONS STATUS REPORT – MEDICAL STAFF
 Period: 01/26/04 – 01/26/06**

Dated: January 26, 2006

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<u>Formal Discipline:</u>				
Discharges	7	2	0	9
Discharges of Probationers	0	0	0	0
Suspension (6 - 30 Days)	3	1	0	4
Suspension (1 - 5 Days)	5	2	0	7
Reprimands	5	1	0	6
Warnings	0	0	0	0
Resignations in Lieu of Administrative Action	17	1	1	19
Release of Temporary Employee	9	0	0	9
Medical Release	0	0	0	0
Subtotal	46	7	1	54

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Non-Disciplinary Corrective Actions	21	1	1	23
Total of Action Taken	67	8	2	77