COUNTY OF LOS ANGELES
DEPARTMENT OF HUMAN RESOURCES

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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

February 3, 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 February 2, 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 400 employees at KDMC. Of this number, 202 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 eight cases and have opened eight additional cases. As a result, our open caseload is currently 67 (detailed summary information is contained in Attachments I and II).

This week, we received one new case involving a physician. The case involves an allegation that a Physician Post-Graduate failed to follow instructions and failed to comply with the policies and procedures of the facility. The Physician Post-Graduate was placed off duty without pay pending the completion of a departmental investigation.

Four of the new cases involve nurses. Three of the cases involve alleged substandard attendance. The fourth case involves alleged substandard performance.

RECRUITMENTS

Ten new employees have been hired for Nursing Services and are scheduled to start work on Monday, February 6, 2006. The new personnel and their assignments are as follows: two Staff Nurses (Medical/Surgical and Labor/Delivery), one Supervising Staff Nurse I for Neonatal Intensive Care, six Nursing Attendants (Medical/Surgical, Psychiatry and Pediatric Outpatient Clinic), and one Senior Student Nurse Worker for the Women's Clinic.

If you have any questions, please call me.

MJH:STS
SBH:amb

Attachments

c: David E. Janssen
Bruce Chernof, M.D.
Ray Fortner
Violet Varona-Lukens
John R. Cochran III
Antionette Smith Epps

H:KDMCSTATUSMEMO FINAL 020306

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

Period: 01/26/04 - 02/03/06

Dated: 2/3/2006

Closed Cases -	746
Open Cases -	67
Referred Cases -	13
Grand Total =	826

TYPE OF ADMINISTRATIVE ACTION	Medical Staff [1]	Ancillary Medical Staff [2]	Nursing Staff [3]	Pharmacy Staff	All Other Staff	TOTALS
Formal discipline:						
Discharges	9	3	29	0	26	67
Discharges of Probationers	0	5	5	1	7	18
Suspensions (6 - 30 Days)	4	11	44	4	32	95
Suspensions (1 - 5 Days)	7	7	21	1	15	51
Reprimands	6	1	22	2	13	44
Warnings	0	1	1	3	3	8
Resignations in Lieu of Administrative Action	19	9	30	6	10	74
Release of Temporary Employee	9	1	26	0	6	42
Medical Release	0	0	0	0	1	1
Subtotal	**54**	**38**	**178**	**17**	**113**	**400**

TYPE OF ADMINISTRATIVE ACTION	Medical Staff [1]	Ancillary Medical Staff [2]	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**	**214**	**60**	**141**	**539**

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 – 02/03/06

Dated: February 3, 2006

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Formal Discipline:				
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

Attachment II