



COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

February 10, 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 9, 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 402 employees at KDMC. Of this number, 203 actions have resulted in discharges or resignations. A total of 47 disciplinary actions have been taken against physicians and 34 physicians have been discharged or resigned.

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

One of the new cases involves an allegation that a Department Chair failed to follow policy and procedure regarding physician privileges. The allegation is being investigated. No new cases involving nurses were received this week.

Each Supervisor
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RECRUITMENTS

A job offer has been accepted by an external candidate for the position of Assistant Hospital Administrator IV, Ancillary Services. The candidate's start date is March 6, 2006.

The DHS Recruitment team, including the KDMC Nurse Recruiter, attended the Canadian Interview Expo held in Greensboro, North Carolina on February 4-7, 2006. Seven nursing candidates expressed interest in Los Angeles County employment. The candidates will be visiting Southern California in the near future before making their final commitments to specific County facilities.

King/Drew Medical Center Career Day will be held on Saturday, February 25, 2006, from 10:00 a.m. to 3:00 p.m. On-site interviews will be conducted for candidates seeking clinical, administrative, and support positions (see Attachment III).

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
John R. Cochran III
Antionette Smith Epps

H:KDMCSTATUSMEMO Final021006

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

Period: 01/26/04 - 02/09/06

Dated: 2/9/2006

Closed Cases -	749
Open Cases -	67
Referred Cases -	13
Grand Total =	829

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	10	3	29	0	26	68
Discharges of Probationers	0	5	5	1	7	18
Suspensions (6 - 30 Days)	4	11	45	4	32	96
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	55	38	179	17	113	402

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	78	47	215	60	141	541

- 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.

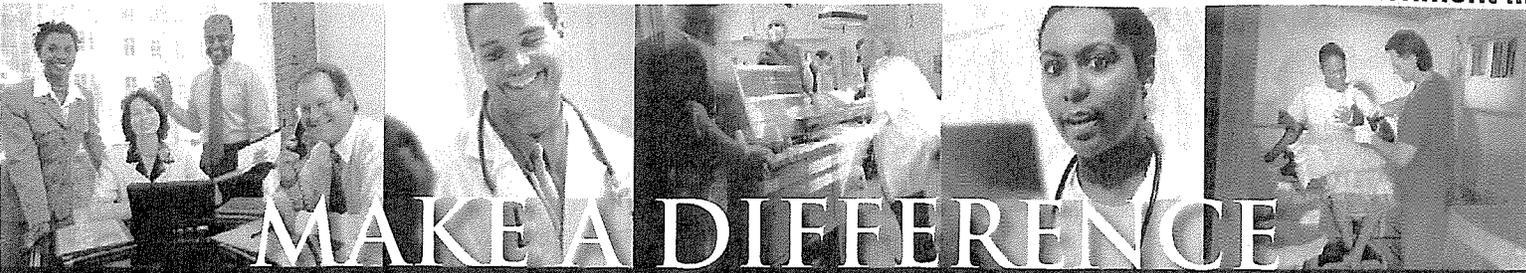
**KDMC HUMAN RESOURCES / PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT – MEDICAL STAFF**

Period: 01/26/04 – 02/09/06

Dated: February 9, 2006

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<u>Formal Discipline:</u>				
Discharges	8	2	0	10
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	47	7	1	55

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Non-Disciplinary Corrective Actions	21	1	1	23
Total of Action Taken	68	8	2	78



MAKE A DIFFERENCE

King/Drew Medical Center Career Day

Saturday February 25
10:00 am ~ 3:00 pm

Are you eager to make a difference and touch lives through caring medicine?

Take the next step. King/Drew Medical Center is seeking qualified and dedicated professionals at all levels for key clinical, administrative and support positions, including:

- Physicians
- Registered Nurses (Staff & Management)
- Pharmacists
- Allied Healthcare
- Accounting/Finance
- Information Technology
- Clerical

Visit our community "Career Day" and see if King/Drew Medical Center is the right step for you. We offer competitive benefits for all employees. Bonus salaries for Registered Nurse positions.

Onsite interviews will be conducted. Candidates should bring resume, licensure, and any certifications.

For more information visit www.ladhs.org or call our nurse recruitment hotline at 888-45-NURSE.



King/Drew "Career Day"
Main entrance front lawn
12021 South Wilmington Avenue
Los Angeles, 90059
(follow directional parking signs)

Embrace the dream and make a difference. The challenge is yours.