



COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

HEADQUARTERS
579 KENNETH HAHN HALL OF ADMINISTRATION • LOS ANGELES, CALIFORNIA 90012
(213) 974-2406 FAX (213) 621-0387

BRANCH OFFICE
3333 WILSHIRE BOULEVARD • LOS ANGELES, CALIFORNIA 90010
(213) 738-2222 FAX (213) 637-0820

MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

June 30, 2006

To: Each Supervisor

From: Michael J. Henry *Michael J. Henry for*
Director of Personnel

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL CENTER (KDMC)**

This status report reflects information as of June 29, 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, 464 disciplinary actions have been taken against KDMC employees. Of this number, 239 actions have been discharges or resignations. A total of 56 disciplinary actions have been taken against physicians and 39 physicians have been discharged or have resigned.

Since our last report, four cases have been closed and eight new cases have been opened. As a result, KDMC's open caseload is currently 53 (detailed summary information is contained in Attachments I and II).

None of the new cases involve physicians. The one new case involving a nurse is related to an alleged medication error.

RECRUITMENTS

KDMC's Nurse Recruiters will attend the National Conference of the National Association of Healthcare Recruiters on July 5 - July 7, 2006 in Boston, Massachusetts.

To Enrich Lives Through Effective and Caring Service

Each Supervisor
June 30, 2006
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If you have any questions, please call me.

MJH:STS
SBH:amb

Attachments

c: David E. Janssen
Bruce Chernof, M.D.
Ray Fortner
Sachi Hamai
John R. Cochran III
Antionette Smith Epps

H:KDMC Human Resources Status Report FINAL 063006

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

Period: 01/26/04 - 06/29/06

Dated: 6/29/2006

Closed Cases -	867
Open Cases -	53
Referred Cases -	12
Grand Total =	932

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	4	31	0	32	77
Discharges of Probationers	0	6	8	1	11	26
Suspensions (6 - 30 Days)	4	11	48	4	36	103
Suspensions (1 - 5 Days)	11	8	22	1	19	61
Reprimands	7	2	24	2	14	49
Warnings	1	2	1	3	5	12
Resignations in Lieu of Administrative Action	19	9	31	6	11	76
Release of Temporary Employee	14	1	36	0	8	59
Medical Release	0	0	0	0	1	1
Subtotal	66	43	201	17	137	464

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	10	39	43	31	146
Total Actions Taken	89	53	240	60	168	610

- 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 - 06/29/06

Dated: 6/29/2006

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
Suspensions (6 - 30 Days)	3	1	0	4
Suspensions (1 - 5 Days)	8	3	0	11
Reprimands	5	2	0	7
Warnings	1	0	0	1
Resignations in Lieu of Administrative Action	17	1	1	19
Release of Temporary Employee	14	0	0	14
Medical Release	0	0	0	0
Subtotal	56	9	1	66

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Non-Disciplinary Corrective Actions	21	1	1	23
Total Actions Taken	77	10	2	89