



# COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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**MICHAEL J. HENRY**  
DIRECTOR OF PERSONNEL

July 7, 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 July 6, 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, no cases have been closed and no 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).

## **RECRUITMENTS**

For the month of July, all nursing new hires are scheduled to start on July 24, 2006. A detailed report of the specific positions filled will be provided in the following weekly reports.

The next KDMC RN Interview Day is scheduled for Wednesday, July 12, 2006 from 10:00 a.m. to 3:00 p.m. at the Interns and Residents Building at the KDMC Medical Center.

*To Enrich Lives Through Effective and Caring Service*

Each Supervisor  
July 7, 2006  
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If you have any questions, please call me.

MJH:STS  
PAS:amb

#### Attachments

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

H:KDMCSTATUSMEMO Final 07/07/06

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

Period: 01/26/04 - 07/06/06

Dated: 7/6/2006

Closed Cases -	867
Open Cases -	53
Referred Cases -	12
<b>Grand Total =</b>	<b>932</b>

<b>TYPE OF ADMINISTRATIVE ACTION</b>	<b>Medical Staff <sup>1</sup></b>	<b>Ancillary <sup>2</sup> Medical Staff</b>	<b>Nursing Staff <sup>3</sup></b>	<b>Pharmacy Staff</b>	<b>All Other Staff</b>	<b>TOTALS</b>
<b><u>Formal discipline:</u></b>						
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
<b>Resignations in Lieu of Administrative Action</b>	19	9	31	6	11	76
<b>Release of Temporary Employee</b>	14	1	36	0	8	59
<b>Medical Release</b>	0	0	0	0	1	1
<b>Subtotal</b>	<b>66</b>	<b>43</b>	<b>201</b>	<b>17</b>	<b>137</b>	<b>464</b>

<b>TYPE OF ADMINISTRATIVE ACTION</b>	<b>Medical Staff <sup>1</sup></b>	<b>Ancillary <sup>2</sup> Medical Staff</b>	<b>Nursing Staff <sup>3</sup></b>	<b>Pharmacy Staff</b>	<b>All Other Staff</b>	<b>TOTALS</b>
<b>Non-Disciplinary <sup>4</sup> Corrective Actions</b>	23	10	39	43	31	146
<b>Total Actions Taken</b>	<b>89</b>	<b>53</b>	<b>240</b>	<b>60</b>	<b>168</b>	<b>610</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 - 07/06/06

Dated: 7/6/2006

<b>TYPE OF ADMINISTRATIVE ACTION</b>	<b>Physician</b>	<b>Physician's Assistant</b>	<b>Nurse Practitioner</b>	<b>TOTALS</b>
<b><u>Formal discipline:</u></b>				
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
<b>Resignations in Lieu of Administrative Action</b>	17	1	1	19
<b>Release of Temporary Employee</b>	14	0	0	14
<b>Medical Release</b>	0	0	0	0
<b>Subtotal</b>	<b>56</b>	<b>9</b>	<b>1</b>	<b>66</b>

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