



**COUNTY OF LOS ANGELES
DEPARTMENT OF HUMAN RESOURCES**

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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

July 28, 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 27, 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, 471 disciplinary actions have been taken against KDMC employees. Of this number, 240 actions have been discharges or resignations. A total of 57 disciplinary actions have been taken against physicians and 40 physicians have been discharged or have resigned.

Since our last report, nine cases have been closed and two additional cases have been opened. As a result, KDMC's open caseload is currently 44 (detailed summary information is contained in Attachments I and II).

None of the new cases involve physicians or nurses.

RECRUITMENTS

One Licensed Vocational Nurse was promoted to Staff Nurse in the Medical/Surgical Department. She was a recent graduate of the Los Angeles Healthcare Workforce Development Program (HCWDP), a unique partnership between the Los Angeles County Department of Health Services (DHS) and the Service Employee International Union (SEIU) Local 660. HCWDP's primary funding comes from the State of California and the County of Los Angeles.

Each Supervisor
July 28, 2006
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If you have any questions, please call me.

MJH:STS
SBH:ck

Attachments

c: David E. Janssen
Bruce Chernof, M.D.
Ray Fortner
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H:KDMCSTATUSMEMO FINAL 072806

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

Period: 01/26/04 - 07/27/06

Dated: 7/27/2006

Closed Cases -	882
Open Cases -	44
Referred Cases -	13
Grand Total =	939

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	12	48	5	36	105
Suspensions (1 - 5 Days)	11	9	22	1	22	65
Reprimands	7	2	24	2	14	49
Warnings	1	2	1	3	5	12
Resignations in Lieu of Administrative Action	20	9	31	6	11	77
Release of Temporary Employee	14	1	36	0	8	59
Medical Release	0	0	0	0	1	1
Subtotal	67	45	201	18	140	471

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
Non-Disciplinary⁴ Corrective Actions	23	10	41	43	32	149
Total Actions Taken	90	55	242	61	172	620

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 - 07/27/06

Dated: 7/27/2006

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	18	1	1	20
Release of Temporary Employee	14	0	0	14
Medical Release	0	0	0	0
Subtotal	57	9	1	67

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Non-Disciplinary Corrective Actions	21	1	1	23
Total Actions Taken	78	10	2	90