



County of Los Angeles
CHIEF ADMINISTRATIVE OFFICE

713 KENNETH HAHN HALL OF ADMINISTRATION • LOS ANGELES, CALIFORNIA 90012
(213) 974-1101
<http://cao.lacounty.gov>

DAVID E. JANSSEN
Chief Administrative Officer

January 5, 2007

To: Supervisor Zev Yaroslavsky, Chair
Supervisor Gloria Molina
Supervisor Yvonne Brathwaite Burke
Supervisor Don Knabe
Supervisor Michael D. Antonovich

From: David E. Janssen
Chief Administrative Officer

Board of Supervisors
GLORIA MOLINA
First District

YVONNE B. BURKE
Second District

ZEV YAROSLAVSKY
Third District

DON KNABE
Fourth District

MICHAEL D. ANTONOVICH
Fifth District

DEPARTMENT OF HEALTH SERVICES REQUEST TO APPOINT ROBERT SPLAWN TO THE POSITION OF CHIEF, DEPUTY DIRECTOR, HS, CLINICAL & MEDICAL AFFILIATION (UC)

Consistent with the August 4, 1998 Board-approved policy on management appointments, we have reviewed and recommend Board approval of the attached Department of Health Services (DHS) requests to appoint Dr. Robert Splawn to the position of Chief, Deputy Director, HS, Clinical & Medical Affiliation (UC) at an annual salary of \$275,062.68 (\$22,921.89/month). The requested salary is in accordance with County Code provision established for the Chief, Deputy Director, HS, Clinical & Medical Affiliation (UC) flat rate per month. The County Code provides the compensation of this position to be set at a rate of up to 50 percent above the base rate of \$15,281.26 monthly. The requested salary of \$22,921.89 per month is 50 percent above the base and represents a 14.61 percent salary increase over Dr. Splawn's current salary of \$240,000 (\$20,000/month).

As Chief, Deputy Director, Dr. Robert Splawn will function as the Senior Medical Director, Clinical Affairs and Affiliations and will direct the management, administration, provision and delivery of all medical and clinical services and programs for the Department of Health Services. This position also evaluates and provides a continued focus on development of the Department's clinical leadership in the areas of Graduate Medical Education, clinical programs, medical staff development and performance, and service delivery to ensure achievement of uniform standards. This position's overall responsibility includes oversight of affiliation agreements by developing and managing centralized tracking, control and negotiation of the medical school affiliation agreement to ensure such agreements meet the Departments goals and needs.

Each Supervisor
January 5, 2007
Page 2

Currently, Dr. Splawn functions as the Medical Director for the J. Thomas McCarthy Center for Emergency Services with the California Hospital Medical Center. In this capacity, Dr. Splawn provides executive level oversight of emergency medical care and services provided by the hospital. In addition, Dr. Splawn is a member of several public policy and research committees, lectured at numerous conferences and meetings and he has extensive experience in oversight and management of national programs. In addition to his extensive experience, Dr. Splawn has a Doctor of Medicine from the Boston University School of Medicine and a Master's Degree in Health Policy and Management from the Harvard School of Public Health.

The Department indicates that the requested annual salary \$275,062.68 is consistent with the level of experience and knowledge that he brings to this position. Based on the information provided by DHS regarding Dr. Splawn's experience and qualifications, we concur with their request to appoint him to the position of Chief, Deputy Director, HS, Clinical & Medical Affiliation (UC) at flat rate annual salary of \$275,062.68.

Based on the information provided by the Department, we recommend approval of the Department's request. In accordance with the policy on managerial appointments, please advise this office if you would like this request placed on an upcoming agenda for Board action. Unless otherwise instructed by January 12, 2007, we will authorize DHS to proceed with this appointment.

If you have any questions or concerns regarding this appointment, you may call me or your staff may contact Latisha Thompson of this office at (213) 974-1157.

DEJ:SRH:DL
DJ:LT:bjs

Attachments •

c: Executive Officer, Board of Supervisors
Director of Health Service

NON-PHYSICIAN

MANAGEMENT APPOINTMENT REQUEST

Candidate Name: Robert G. Splawn, M.D.

Employee No.:

(Check one) NEW HIRE: X PROMOTION:

I. FACILITY/PROGRAM

A. Provide organization chart & highlight the position – *Attach electronic copy of organization chart*

■ SEE ATTACHMENT

B. Describe where the position fits into the management organizational structure:

This position reports to the Chief Deputy Director, Health Services, who reports to the Director of Health Services

C. Describe the duties and responsibilities which reflect the scope and complexity of the position:

SEE ATTACHED DUTY STATEMENT

D. Indicate the candidate's unique qualifications, special skills or abilities, work background or experience, etc.:

Dr Splawn is Board Certified in Emergency Medicine and has a Masters Degree in Health Policy and Management from the Harvard School of Public Health. He also has a Bachelors of Science degree in Psychobiology from the University of California at Los Angeles and received his medical degree from Boston University School of Medicine. He is uniquely qualified to perform the duties of the Senior Medical Director of the Office of Clinical Affairs and Affiliations based on his extensive experience as a clinician and commissioner focusing on community and patients' health issues relating to emergency and public health. For the past twelve years he has functioned as the Medical Director of the J. Thomas McCarthy Center for Emergency Services with the California Hospital Medical Center, providing executive level oversight of emergency medical care and services provided by this hospital.

Dr. Splawn is a member of several public policy and research committees. Dr. Splawn has lectured and presented at numerous conferences and meetings both nationally and locally. In addition, he has extensive experience in oversight and management of national programs. Dr. Splawn clearly possesses the necessary knowledge, skills and experience to successfully perform in this critical position.

E. Provide the candidate's résumé or curriculum vitae – *Attach electronic copy*

SEE ATTACHMENT

F. Identify highest paid subordinate reporting to this position

Name: Gail Lewis Employee #: Title: Staff Analyst, Health
 Base Monthly Salary: \$ 6673.64 Base Annual Salary: \$ 80083.68 Salary Range/Quartile: 94B, Step 5

G. Identify management position above the position requested

Name: John Cochran Employee #: Title: Chief Deputy Director, Health Services
 Base Monthly Salary: \$ 22492.60 Base Annual Salary: \$ 269911.20 Salary Range/Quartile: R18,

■ II. HUMAN RESOURCES

Certify that the position is vacant and budgeted – *Attach Item Control*

YES NO

Verify current salary of the individual for whom the request is being submitted.

CURRENT BASE SALARY: Month: \$ 20,000.00 Annual: \$ 240,000 Range, Quartile: n/a

NEW HIRE OR PROMOTION: Designate amount of proposed monthly salary based on standard 5.5 increases and/or verify that requested salary is consistent with other managers in the department.

PERCENTAGE INCREASE OVER CURRENT SALARY: 14.609 %

PROPOSED SALARY: Monthly: \$ 22,921.89 Annually: \$ 275,062.68 Range, Quartile: Flat Rate

Provide listing of all internal equivalent positions within facility/program – *Attach electronic copy*

SEE ATTACHMENT (n/a)

Verify that candidate is listed on the appropriate Certification List and is reachable – *Attach electronic copy*

YES NO



KORN/FERRY INTERNATIONAL

Robert G. Splawn

Candidate for

Senior Medical Director, Clinical
Affairs & Affiliations

Los Angeles County-Department of
Health Services

CONFIDENTIAL REPORT

October 2006

This report has been prepared for the exclusive use of Los Angeles County-Department of Health Services in conjunction with a search for a Senior Medical Director, Clinical Affairs and Affiliations. It is recommended that circulation be limited to designated executives concerned with the candidate selection process. The information contained herein has been voluntarily provided by Robert G. Splawn and is subject to verification by Korn/Ferry International.



GENERAL INFORMATION

Name Robert G. Splawn

EDUCATION

1987 Harvard School of Public Health
MPH
(Verification Pending)

1987 Boston University School of Medicine
MD
(Verification Pending)

1982 University of California at Los Angeles
BS
(Verification Pending)

PROFESSIONAL AFFILIATIONS/CERTIFICATIONS/ LICENSURE

1992 Diplomat, American Board of Emergency Medicine

1990 Physician Assistant Supervisor-State of California

1989 Diplomat, Federation of State of Medical Boards

1989 Advanced Cardiac Life Support Instructor

Certification

1988, 2004 Advanced Trauma Life Support



1988 Advanced Cardiac Life Support
1988 Pre-Hospital Care Medicine and Base Station Protocol
1988 Basic Cardiac Life Support

Licensure State of California

COMPENSATION

At CHMC, Dr. Splawn reports receiving:

Base Salary \$240,000
Other Clinical practice income of \$200,000

INTERNSHIPS

None listed

RESIDENCY

1987-1991 LAC/USC Medical Center
 Resident Physician, Department of Emergency Medicine

FELLOWSHIPS

1999 American College of Emergency Physicians
 Fellow



SUMMARY OF EXPERIENCE

June 2006-Present	HealthCare Partners Institute, HealthCare Partners Medical Group Director
Aug 2006-Present	Northridge Hospital Medical Center Staff Physician, Emergency Medicine
1994-2006	J. Thomas McCarthy Center for Emergency Services California Hospital Medical Center Medical Director
1993-1994	California Hospital Medical Center Assistant Medical Director, Emergency Services
1992-1994	St. John's Hospital and Health Center, Emergency Department Staff Physician
June 2006-Present	HealthCare Partners Medical Group Director, HealthCare Partners Institute
2005-Present	County of Los Angeles Chairman, EMS Commission

CURRICULUM VITA

Robert Gregory Splawn, MD, MPH, FACEP

Education:

- 1986-87 Masters in Health Policy and Management
 Harvard School of Public Health
 Boston, Massachusetts
- 1982-87 Doctor of Medicine
 Boston University School of Medicine
 Boston, Massachusetts
- 1977-82 Bachelor of Science, Psychobiology
 University of California at Los Angeles
 Los Angeles, California

Post-graduate Training

- 1987-91 Resident Physician
 Department of Emergency Medicine
 LAC/USC Medical Center
 Los Angeles, California

Certification

- 1999 Fellow, American College of Emergency Physicians
- 1992 Diplomat, American Board of Emergency Medicine
- 1990 Physician Assistant Supervisor
 State of California
- 1989 Diplomat, Federation of State of Medical Boards
- 1989 Advanced Cardiac Life Support Instructor

Certification

1988, 2004 Advanced Trauma Life Support
1988 Advanced Cardiac Life Support
1988 Pre-Hospital Care Medicine and Base Station Protocol
1988 Basic Cardiac Life Support

Licensure State of California

Staff Affiliations

8/06-present **Staff Physician, Emergency Medicine**
Northridge Hospital Medical Center

5/94-1/06 **Medical Director**
J. Thomas McCarthy Center for Emergency Services
California Hospital Medical Center
Los Angeles, California

4/93-5/94 **Assistant Medical Director, Emergency Services**
California Hospital Medical Center
Los Angeles, California

6/92-6/94 **Staff Physician, Emergency Department**
St. John's Hospital and Health Center
Santa Monica, California

Professional Activities

6/06-present. **Director, HealthCare Partners Institute**
HealthCare Partners Medical Group

2005-present **Chairman, EMS Commission**
County of Los Angeles

2003-2005 **Member, Attorney General's Task Force on Criminal Justice**
Response to Domestic Violence

2003-2004 **Vice-Chairman, EMS Commission**
County of Los Angeles

2003-present **Board Member**
Days of Dialogue

2002-present	Advisory Board Member California Forensic Science Institute
2000-present	Commissioner, Emergency Medical Services County of Los Angeles
2005-present	Chair, Governance and Nominating Committee National Health Foundation
2004-present	Board Member National Health Foundation
2002-present	Vice-Chairman, Board of Directors California Hospital Medical Center Foundation
2002-present	Hospital Association of Southern California and EMS Agency "Joint Task Force on Bioterrorism"
2002	Advisory Board, Medical Pediatric Critical Care Committee County of Los Angeles
2001-2005	Secretary-Treasurer of the Medical Staff California Hospital Medical Center
2001-2004	Steering Committee and Chair of Policy Committee LA County Sexual Assault Coordinating Council
2001-present	Advisory Board Los Angeles Commission on Assaults Against Women
1999	Vice-Chairman Blue Ribbon Commission on Foster Care County of Los Angeles
1999-present	Board of Directors California Hospital Medical Center Foundation
1998-2006	Chairman, Credentials Committee California Hospital Medical Center
1999-present	Vice-President, Board of Directors Alliance for Children's Rights Los Angeles, CA
1999-2004	Domestic Violence Death Review Team County of Los Angeles

1998-2002 **Executive Board Appointee**
Domestic Violence Task Force
City of Los Angeles

1996-2000 **Board Member**
Los Angeles Community AIDS Project
California Community Foundation

1995-2000 **Principal Investigator**
National Registry of Myocardial Infarction I, II, & III

1994-2005 **President and CEO**
Metropolitan Emergency Physicians Group, P.C.
Los Angeles, CA

1995-present **Member, Physicians Reimbursement Advisory Committee**
Department of Health Services, County of Los Angeles

1995-1997 **Chairman, Clinical Care Committee**
California Hospital Medical Center
Los Angeles, California

1996-2006 **Chairman, Family Violence Coalition**
California Hospital Medical Center

1995-2006 **Member, Executive Medical Board**
California Hospital Medical Center
Los Angeles, California

1995-2005 **Medical Director and Founder**
Sexual Assault & Domestic Abuse Response Team (1998)
California Hospital Medical Center
Los Angeles, California

1995-2001 **Physician Advisor**
Emergency Preparedness &
Medication Use, and Evaluation Team
California Hospital Medical Center
Los Angeles, California

1994-2006 **Member, Performance Improvement Leadership Committee**
California Hospital Medical Center
Los Angeles, California

1994-2005 **Member, Credentials Committee**
California Hospital Medical Center
Los Angeles, California

- 1994-2000 **Affiliate Faculty, American Heart Association**
Los Angeles, CA
- 1994-1998 **Board Member, Emergency Heart Care Committee**
American Heart Association
- 1992-present **ACLS/PALS Instructor**
American Heart Association
- 1992-1994 **Member, Emergency Medicine Committee**
St. John's Hospital and Health Center
Santa Monica, California

Other Activities

- 1989-1991 **President, USC House Officers' Association**
LAC/USC Medical Center
Los Angeles, California
- Chief spokesperson representing over 800 residents and interns employed by the University of Southern California. Responsible for overall management of the Association, its officers and publications.
- Responsible for negotiations between USC and LAC administrators in matters including, but not limited to personnel and fiscal policies, wages and benefits, and quality assurance. Presiding officer of meetings of the Executive Committee and of the general membership.
- 1990-1991 **Chairman, Patient Care Fund Committee**
LAC/USC Medical Center
Los Angeles, California
- Responsible of the review and subsequent approval of departmental budgets for the purchase of equipment used to improve the quality and efficiency of patient care with a total budget of approximately \$1.2 million.
- 1990-1991 **Board Member, Laboratory Oversight Committee**
LAC/USC Medical Center
Los Angeles, California
- Responsible for examining laboratory testing practices and to determine appropriateness for patient care.

- 1990-1991 **Board Member, Graduate Medical Education**
LAC/USC Medical Center and affiliated hospitals
- Intra-hospital residency review committee which serves to review and evaluate such specialty's curriculum and practices as it pertains to graduate medical education.
- 1988-1990 **Board Member, Governing Council, California House Officers Medical Society (CHOMS)**
- Resident section of the California Medical Association. Councilor representing Region VI at the state level. Responsible for developing policies to protect the interests of resident physicians within the State of California and the population they serve.
- 1989-1990 **ACEP Representative, California Emergency Medicine Resident Association (CAL-EMRA)**
- Served as member of the Executive Committee of CAL-EMRA. Assisted in organizing Annual Job Fair for emergency medicine residents. Represented the Association at CAL-ACEP meetings and other functions.
- 1987-1989 **Board Member, Residents Advisory Council**
Department of Emergency Medicine, LAC/USC Medical Center
- 1987-1989 **Board Member, Affirmative Action Committee**
USC School of Medicine and LAC/USC Medical Center
- Responsible for developing policies and programs which pertained to recruitment and retention of woman and minority house officers and attending Staff within the medical center.
- 1989-present **Member, American College of Emergency Physicians**
- 1989-1991 **Member, Emergency Medicine Residents Association**
- 1988-present **Member, California Medical Association**
- 1988-1991 **Member, California Emergency Medicine Residents Association**
- 1988-1989 **Vice-president, USC House Officers Association**

1984-1987

National Chairperson, Board of Directors Student National Medical Association, Inc., Washington, DC

Chief Executive Officer of the tax-exempt, non-profit corporation, representing over 10,000 minority medical and pre-medical students, responsible for the supervision of all Salaried and volunteer personnel at the national, regional, and Local level. Responsible for the management and implementation Of four national projects, two of which I personally developed; Also responsible for overseeing five publications (two quarterly And three annual), Standing and Special Committees. Responsible for coordinating the political, legal, and community affairs of the Association. Presenting officer of all Board of Directors' Meetings.

1984-1987

Board Member, Consortium of Medical Student Organizations

An organization composed of leaders of various national associations of allopathic and osteopathic medical students whose purpose was to facilitate communication among the member organizations, with the common goal of enhancing the ability of each organization to better serve the needs of the patient and the community as well as those of its own members. Responsible for representing the Student National Medical Association and its organizational meetings and determining policies, programs, and legislative agendas best accomplished by all organizations collectively.

1984-1987

**Educational Consultant, UpJohn Pharmaceutical Company
Kalamazoo, Michigan**

Awards/Commendations

2005

**Southern California Physician Magazine- Cover Page
*Doctors Impact on Health Policy***

2003

**Minorities in Business Magazine
*Vanguard Award***

2003

American Academy of Family Physicians
Active Teacher in Family Medicine

2002

Los Angeles Physician Humanitarian of the Year

1998

Los Angeles Commission on Assaults against Women
Humanitarian of the Year

- 1998 "Outstanding Investigation and Prosecution"
Certificate of Appreciation
Los Angeles County District Attorney's Office
- 1997 Commendation for Domestic Violence Prevention Program
Los Angeles City Council
- 1997 Domestic Violence Impact Award
National Latina Alliance
- 1997 Commendation, "Heart of the City Run against Domestic Violence"
Supervisor Yvonne Brathwaite Burke
- 1997 Commendation, **The Congressional Record**
Congresswoman Lucille Roybal-Allard
- 1997 Commendation, "Heart of the City Run against Domestic Violence"
Lieutenant Governor Gray Davis
- 1997 Commendation, "Heart of the City Run against Domestic Violence"
Mayor Richard Riordan, City of Los Angeles
- 1997 Commendation, Domestic Violence Prevention
State Senator Hilda Solis
- 2/2000 Los Angeles City Attorney James K. Hahn
*Conference Commemorating the 22nd Anniversary of the Domestic
Violence Unit*

Media/Media Events

- 5/06 **ABC World News Tonight**
"Impact of Diversion on Healthcare Delivery System"
- 9/05 **National Public Radio**
"The Looming Health Care Crises in LA County"
- 8/2004 **KRLA Radio**
Healthy Advice with Dr. Gene
- 7/2004 **Press Conference**
Violence Policy Center

"United States of Assault Weapon: Gunmakers Evading the Federal Assault Weapons Ban"

9/2003

Los Angeles Sentinel

"Domestic Violence: A Quiet Deadly Epidemic"

4/2003

Press Conference, Los Angeles

Assemblymember Mark Ridley Thomas

Response to Violent Crime in Los Angeles

1/2003

KNX 1070

Interview: California's State Budget Crisis

10/2002

Press Conference

Hospital Association of Southern California (HASC)-EMS Agency

Measure B: Trauma Initiative for Los Angeles County

5/2001

Los Angeles Times

"ER Overcrowding Spreads Into Crises Territory"

1/2000

Los Angeles Times

"County Foster Care Program is in Disarray, Report Finds"

7/1999

Media One-Public Television

Supervisor, 2nd District, Yvonne Brathwaite Burke

LA County This Month with Yvonne Brathwaite Burke

12/1999

National Public Radio

Interview: The Preparations for New Year's Eve

11/1999

The Daily Journal

"The Doctor Is In: Unique Partnership Ensures Low-Income Children Have Access to Good Medical Care"

4/1995

Press Conference

Los Angeles District Attorney's Office

Stolen Lives - Children Killed by Parents or Caretakers

Hearings

7/2004

Roundtable on Gun Violence Prevention Strategies

1/2004

Inaugural Town Hall Meeting of the 48th Assembly District
Empowerment Congress

Impact of Governor's Budget on Health Care

9/2003

Black Journalists Association of Southern California

Public Forum on Gang Violence

- 6/2003 Coro Foundation
Health Care Leadership Roundtable
- 1/2003 Inaugural Town Hall Meeting of the 48th Assembly District
Empowerment Congress
California's State Budget Crisis: Working Towards a Balanced Plan
- 12/2001 Legislative Hearing of the California Assembly Select Committee on
Domestic Violence
The Health Impact of Domestic Violence
- 6/2000 Los Angeles City Commission on the Status of Women Hearing
Is Los Angeles a Safe Place for Women?
- 11/1999 *LAC/USC Replacement Project: Environmental Impact Hearing Report*

Conferences/Lectures

- 5/2004 California Hospital Medical Center
Domestic Violence and Health Care: Making the Connection
- 4/2004 Perinatal Multicultural Coalition
Pregnancy and Domestic Violence
- 3/2003 California Forensic Science Institute Forum
Homeland Security
- 5/2003 "Advocacy Day Training for Physicians in Training
California Hospital Medical Center
- 6/2002 USC Family Medicine Program at CHMC
Commencement Speaker
- 1/2002 Days of Dialogue
6th Annual Leadership Dialogue
- 12/2002 LA County, Comprehensive Perinatal Services Program (CPSP)
Provider Connection
Perinatal Management of Domestic Violence
- 10/2002 California Medical Training Center
Advanced Training in Domestic Violence for Healthcare Providers
- 10/2001 CHMC-Family Violence Prevention Program

The Media: It's Impact on Family & Community Violence

- 9/2001 Central Baptist Church
Domestic Violence is My Business, Your Business; It's Everybody's Business
- 6/2001 Transitions2Peace.com
5th Bi-Annual Violence Prevention Conference
- 11/2000 Inter-Agency Council on Child Abuse and Neglect & ICAN Associates-Nexus V
Collaborations with Health Care and Social Service Providers in Providing Services to Domestic Violence Victims
- 2002-2005 Los Angeles Police Department
LAPD's Major Assault Crimes Investigation Course
LAPD Domestic Violence Protocol & Injury Identification
- 11/1999 LAC-USC Medical Center Replacement Project
Environmental Impact Hearing Report Testimony
- 10/1999 Emergency Medical Services Authority
Annual Hospital Disaster Preparedness Conference
Ready, Set, Respond: A Race Against Time
"How Hospitals Deal with Disaster with a Small 'd'"
- 8/1999 Los Angeles Police Department
LAPD's Major Assault Crimes Investigation Course
Injury Identification
- 5/1999 Manual Arts High School
"Refuse to Abuse"
- 4/1999 CHMC Public Policy Breakfast Briefing
Family Violence
- 3/1999 SAEM Western Regional Research Forum
Medical Student Forum
- 3/1999 Women's Health Conference
Preparing for the New Millennium
Domestic Violence and Sexual Assault Panel
- 3/1999 *Family Violence Seminar*
- 9/1998 Inter-Agency Council on Child Abuse and Neglect & ICAN Associates

Nexus III

References

Available upon Request



Health Services
LOS ANGELES COUNTY

DEPARTMENT OF HEALTH SERVICES
Organizational Chart

Senior Management Staff

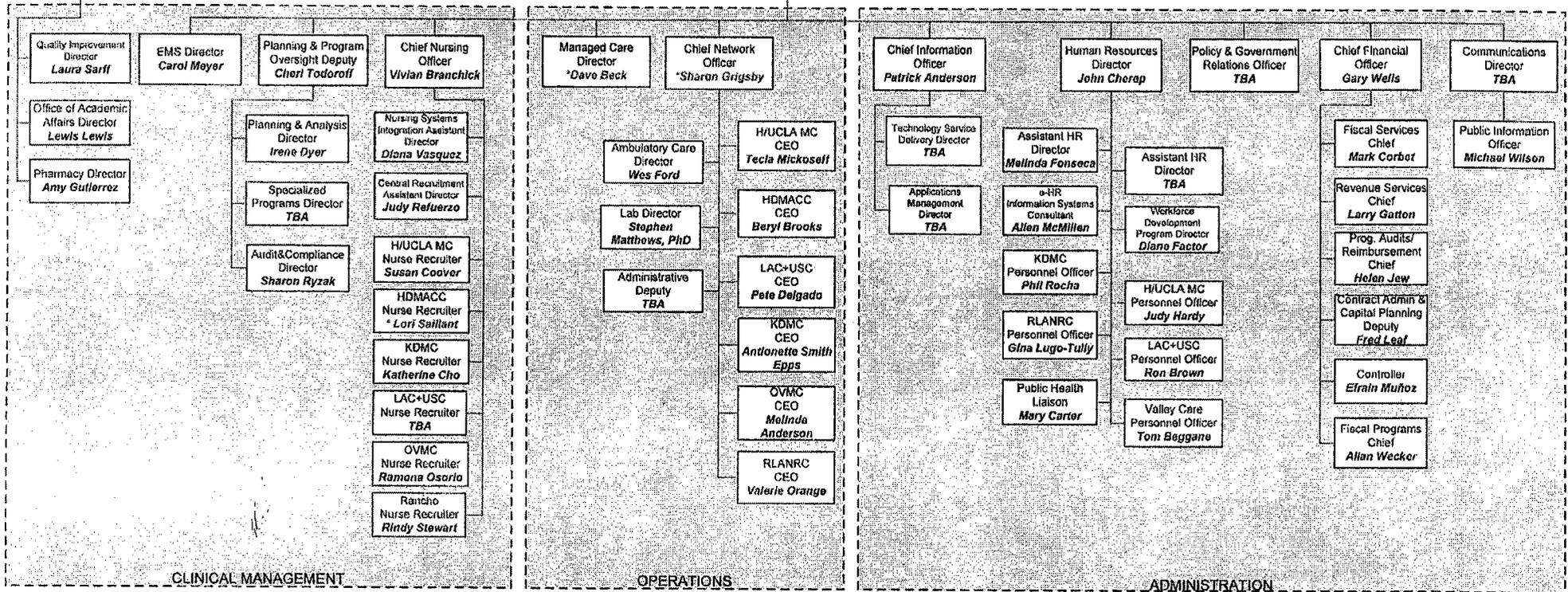
Director & Chief Medical Officer
Bruce A. Chernof, MD

Senior Medical Director
William Loos, MD

Chief Deputy Director
John R. Cochran, III

Board Relations Director
Rene Seidel

Office of Patient Family & Community Advocacy, Director
TBA



B. A. Chernof
Bruce A. Chernof, MD
Director & Chief Medical Officer

1/3/07
Date

* Acting