



COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

HEADQUARTERS
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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

September 20, 2005

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, CA 90012

Dear Supervisors:

CHIEF EXECUTIVE OFFICER, KING/DREW MEDICAL CENTER (UC) COMPENSATION (3 VOTES)

JOINT RECOMMENDATION WITH THE DIRECTOR OF HEALTH SERVICES AND THE CHIEF ADMINISTRATIVE OFFICER THAT YOUR BOARD:

1. Approve an annual salary for Antionette Smith Epps of \$225,000, upon her appointment to the position of Chief Executive Officer (Hospital Administrator II, UC) King/Drew Medical Center, effective October 17, 2005.
2. Approve termination benefits for Antionette Smith Epps in the amount equal to one (1) year's annual salary.
3. Approve reimbursement for reasonable actual costs of relocating the family and personal residence of Antionette Smith Epps. This reimbursement is limited to: the services of a commercial moving company; necessary travel expenses one-way to the Los Angeles County area not to exceed the limits specified in section 5.40.060 of the County Code; and actual relocation consultant costs and temporary housing rental costs (for a period not to exceed six months) up to a total of \$7,000.

4. Adopt the accompanying ordinance amending Title 6, Salaries, of the County Code regarding a) salary and termination benefit changes for the Chief Executive Officer (Hospital Administrator II, UC) King/Drew Medical Center, and b) restoring certain County Code sections inadvertently deleted from the County Code relating to compensation of certain Health Services' positions.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

A nationwide search was conducted, with the assistance of an executive search firm, for the position of Chief Executive Officer (Hospital Administrator II, UC), King/Drew Medical Center. The more highly qualified candidates were interviewed by an Assessment Panel. The three most highly qualified candidates were interviewed by selected members of the King/Drew Medical Center Hospital Advisory Board (KHAB) and Dr. Thomas Garthwaite. Dr. Garthwaite has appointed Antionette Smith Epps effective October 17, 2005; and the proposed salary, termination benefits, and relocation expense reimbursements are necessary to attract this candidate.

IMPLEMENTATION OF STRATEGIC PLAN GOALS

Approval of these recommendations will further the County Strategic Plan's Goal for Workforce Excellence by enhancing the quality and productivity of the County workforce.

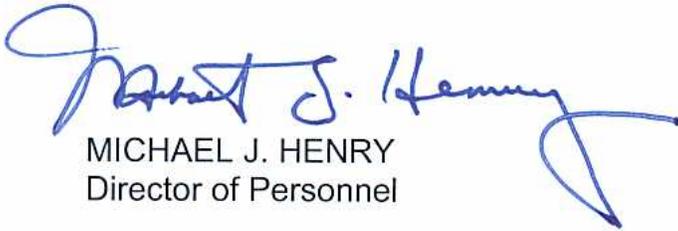
FISCAL IMPACT/FINANCING

The cost will be absorbed in the Department of Health Services' departmental budget.

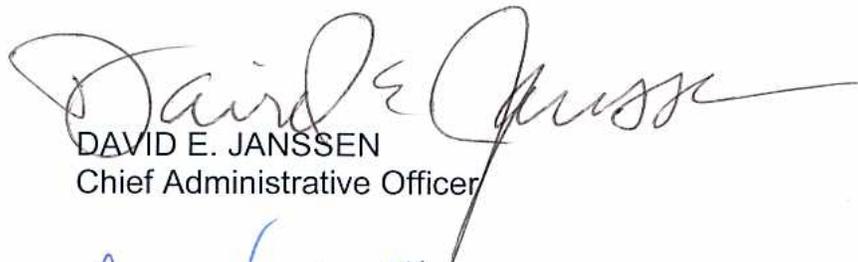
FACTS AND PROVISIONS/LEGAL REQUIREMENTS

The recommended salary, termination benefits, and relocation expense reimbursements will provide appropriate compensation to Ms. Epps upon her appointment to the position of Chief Executive Officer (Hospital Administrator II, UC), King/Drew Medical Center. The recommended salary and termination benefits require the adoption of the accompanying ordinance which amends Title 6, Salaries, of the County Code, and has been approved as to form by County Counsel. In addition, the accompanying ordinance restores County Code sections relating to compensation of certain Health Services' positions, previously approved by the Board of Supervisors, but inadvertently excluded in subsequent revisions to the County Code.

Respectfully submitted,



MICHAEL J. HENRY
Director of Personnel



DAVID E. JANSSEN
Chief Administrative Officer



THOMAS L. GARTHWAITE, M.D.
Director of Health Services

MJH:DEJ
TLG:mm

c: County Counsel
Executive Officer, Board of Supervisors
Auditor-Controller
KDMC Hospital Advisory Board

ANALYSIS

This ordinance amends Title 6 - Salaries, of the Los Angeles County Code
by:

- Restoring inadvertently omitted provisions to Section 6.78.350 L, R and S, making technical corrections, and adding information concerning the compensation of one unclassified position to Section S in the Department of Health Services.

RAYMOND G. FORTNER, JR.
County Counsel

By 
LESTER J. TOLNAI
Principal Deputy County Counsel
Labor & Employment Division

ORDINANCE NO. _____

An ordinance amending Title 6 - Salaries, of the Los Angeles County Code, by restoring inadvertently omitted provisions to Section 6.78.350 L, R and S, and adding information concerning the compensation of one unclassified position to Section S in the Department of Health Services.

The Board of Supervisors of the County of Los Angeles ordains as follows:

SECTION 1. Section 6.78.350 is hereby amended to read as follows:

6.78.350 Additional information.

...

L. Compensation of Certain Positions. Notwithstanding any other provision of the County Code, the director of health services, for recruitment purposes, may establish the compensation of any of the following positions at the time of initial appointment at a rate up to 50 percent above the rate shown in Section 6.28.050 which is effective on the date of appointment. Such compensation when established shall be the initial flat rate per month.

Item No.	Title
4552	Chf Dep Dir, HS, Clinical & Med. Affairs (UC)
4568	Director, Office of Managed Care (UC)

Thereafter, the flat rate per month for the above positions shall be increased by the percentage adjustment factor provided by this section on the effective dates shown below.

Percentage Adjustment Factor	Effective Date
2 Percent	October 1, 2002
2.5 Percent	January 1, 2005
2.5 Percent	January 1, 2006

For recruitment and retention purposes for the position of Chief Deputy Director Health Services, Clinical and Medical Affairs (UC), Item No. 4552 only, the director of health services may, with the prior approval of the board of supervisors, also provide, in addition to those benefits specified by the County Code, an amount equal to up to six months' salary at the then current rate upon the termination, by the director, of the appointment to the unclassified position. The termination benefit authorized under this section is payable only upon the separation from service of the Chief Deputy Director Health Services, Clinical and Medical Affairs (UC). The termination benefits shall be inapplicable: (1) if the employee does not complete one year of service in that position prior to such termination; (2) if the employee has been charged with and is convicted of a felony or any crime involving misconduct relating to County employment; or (3) if the employee exercises return rights to the classified service pursuant to section 33.6 of the County Charter.

The rate or rates established by this provision constitute a base rate.

...

R. Compensation of Chief Deputy Director, HS, Operations (UC).

Notwithstanding any other provision of the County Code, the director of health services, for recruitment and retention purposes, may establish the compensation of the Chief Deputy Director, HS, Operations (UC), Item No. 4551, at the time of initial appointment at any rate up to 50 percent above the Control Point for Range 17 of the Management Appraisal and Performance Plan Salary Structure of Section 6.26.040. Notwithstanding any other provision of Part 3, Chapter 6.08 of the County Code, the Chief Deputy Director, HS, Operations (UC) may receive Management Salary Adjustments, or other salary adjustments, as may be approved by the board of supervisors for Management Appraisal and Performance Plan participants.

For recruitment and retention purposes for the position of Chief Deputy Director, HS, Operations (UC), Item No. 4551, the director of health services may, with the prior approval of the board of supervisors, also provide, in addition to those benefits specified by the County Code, an amount equal to up to six months' salary at the then current rate upon termination, by the director, of the appointment to the unclassified position. The termination benefit authorized under this section is payable only upon the separation from service of the Chief Deputy Director, HS, Operations (UC). The termination benefits shall be inapplicable: (1) if the employee does not complete one year of service in that position prior to such termination; (2) if the employee has been

charged with and is convicted of a felony or any crime involving misconduct relating to County employment; or (3) if the employee exercises return rights to the classified service pursuant to section 33.6 of the County Charter.

The rate or rates established by this subsection R shall constitute a base rate.

S. Compensation of Hospital Administrator II (Item No. 8083) and Hospital Administrator II (UC) (Item No. 8084). Notwithstanding any other provision of this Code, the director of health services, for recruitment and retention purposes, may establish the compensation of a Hospital Administrator II (UC) (Item No. 8084), at the time of initial appointment at any rate up to 50 percent above the Control Point for Range 15 of the Management Appraisal and Performance Plan Salary Structure Tables set forth in Section 6.26.040. By specific action, the board of supervisors or the chief administrative officer may provide for Salary placement of a person employed as a Hospital Administrator II (Item No. 8083) or Hospital Administrator II (UC) (Item No. 8084) at any rate up to 50 percent above the Control Point for said Range 15 of the Management Appraisal and Performance Plan Salary Structure Tables.

Notwithstanding any other provision of Part 3, Chapter 6.08 of this Code, the Hospital Administrator II (Item No. 8083) and Hospital Administrator II (UC) (Item No. 8084) may receive Management Salary Adjustments, or other salary adjustments, as may be approved by the board of supervisors for Management Appraisal and Performance Plan participants. A person assigned to the position of Hospital Administrator II (UC) (Item

No. 8084) at Martin Luther King, Jr./Charles R. Drew Medical Center shall be eligible to receive additional compensation, in addition to that set forth above in this subsection S, by specific action of the board of supervisors.

For recruitment and retention purposes for the position of Hospital Administrator II (UC) (Item No. 8084), Martin Luther King, Jr./Charles R. Drew Medical Center only, the director of health services may, with prior approval of the board of supervisors, also provide, in addition to those benefits specified by the County Code, an amount equal to twelve months' salary at the then current rate upon termination, by the director, of the appointment to the unclassified position. The termination benefit authorized under this section is payable only upon separation from service of the Hospital Administrator II (UC) (Item No. 8084), Martin Luther King, Jr./Charles R. Drew Medical Center. The termination benefits shall be inapplicable: (1) if the employee has been charged with and is convicted of a felony or any crime involving misconduct relating to County employment; or (2) if the employee exercises return rights to the classified service pursuant to section 33.6 of the County Charter.

The rate or rates established by this subsection S shall constitute a base rate.

SECTION 2. Pursuant to Government Code Section 25123 (f), this ordinance shall take effect immediately.

[678350-2005]