



# COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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**MICHAEL J. HENRY**  
DIRECTOR OF PERSONNEL

June 27, 2005

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 June 23, 2005. Please keep in mind that this information changes daily and, therefore, the information in this report should be used as a snapshot in time.

## DISCIPLINE

Overall, since January 2004, we have taken disciplinary actions against 220 employees at KDMC. Of this number, 120 actions have resulted in discharges or resignations. A total of 29 disciplinary actions have been taken against physicians and 24 physicians have been discharged or resigned.

Our open caseload is currently 125 and reflects a continued downward trend; we are averaging a net case closure rate of approximately 10 cases per week (this summary information is detailed in Attachments I and II). Since my verbal report provided at the June 21, 2005, Board meeting, we have closed a net of 13 cases.

## RECRUITMENTS

We have interviewed five of the six candidates identified by the search firm for the Chief Executive Officer position. The sixth candidate is scheduled to be interviewed on July 7, 2005. Shortly thereafter we will determine which candidates should go forward for final selection interviews.

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Recruitments for the top subordinates to the Chief Executive Officer position are moving forward. These lists will be available by the time the CEO is appointed to facilitate appointment of these subordinate positions.

We are aggressively recruiting for critical nursing management positions. We are utilizing search firms for these recruitments, however, Clinical Nursing Director positions for Emergency Department and Operating Room are traditionally very difficult recruitments.

Another job fair was held at KDMC on Wednesday. While turnout was low, 6 Registered Nurses and 6 Psychology Technician II applications were filed.

MJH:kc

#### Attachments

c: David E. Janssen  
Thomas L. Garthwaite, M.D.  
Ray Fortner  
Fred Leaf  
Kae Robertson  
Hank Wells

6.27.05-kdmc.mbs

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

Period: 01/26/04 - 06/23/05

Dated: 6/23/2005

Closed Cases -	436
Open Cases -	125
Referred Cases -	12
Grand Total =	573

TYPE OF ADMINISTRATIVE ACTION	Medical Staff <sup>1</sup>	Ancillary <sup>2</sup> Medical Staff	Nursing Staff <sup>3</sup>	Pharmacy Staff	All Other Staff	TOTALS
<u>Formal discipline:</u>						
Discharges	8	0	16	0	9	33
Discharges of Probationers	0	2	5	0	3	10
Suspensions (6 - 30 Days)	0	4	15	2	7	28
Suspensions (1 - 5 Days)	4	5	18	1	7	35
Reprimands	3	0	17	2	8	30
Warnings	0	0	1	3	3	7
Resignations in Lieu of Administrative Action	13	6	15	6	5	45
Release of Temporary Employee	7	0	21	0	4	32
Medical Release	0	0	0	0	1	1
<b>Subtotal</b>	<b>35</b>	<b>17</b>	<b>108</b>	<b>14</b>	<b>47</b>	<b>221</b>

TYPE OF ADMINISTRATIVE ACTION	Medical Staff <sup>1</sup>	Ancillary <sup>2</sup> Medical Staff	Nursing Staff <sup>3</sup>	Pharmacy Staff	All Other Staff	TOTALS
Non-Disciplinary <sup>4</sup> Corrective Actions	15	5	25	41	18	104
<b>Total Actions Taken</b>	<b>50</b>	<b>22</b>	<b>133</b>	<b>55</b>	<b>65</b>	<b>325</b>

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 – 06/120/05

Dated: June 20, 2005

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<u>Formal Discipline:</u>				
Discharges	6	2	0	8
Discharges of Probationers	0	0	0	0
Suspension (6 - 30 Days)	0	0	0	0
Suspension (1 - 5 Days)	3	1	0	4
Reprimands	2	1	0	3
Warnings	0	0	0	0
Resignations in Lieu of Administrative Action	11	1	1	13
Release of Temporary Employee	7	0	0	7
Medical Release	0	0	0	0
<b>Subtotal</b>	<b>29</b>	<b>5</b>	<b>1</b>	<b>35</b>

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Non-Disciplinary Corrective Actions	12	1	1	15
<b>Total of Action Taken</b>	<b>41</b>	<b>6</b>	<b>2</b>	<b>50</b>