COUNTY OF LOS ANGELES
DEPARTMENT OF HUMAN RESOURCES

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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

July 22, 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 July 21, 2005. Please keep in mind that this information changes daily and, therefore, the information in this report is a snapshot in time.

DISCIPLINE

Overall, since January 2004, we have taken disciplinary actions against 242 employees at KDMC. Of this number, 128 actions have resulted in discharges or resignations. A total of 33 disciplinary actions have been taken against physicians and 26 physicians have been discharged or resigned. Our open caseload is currently 114 (detailed summary information is contained in Attachments I and II).

Since our last report, we have closed 14 cases and have opened 12 additional cases. Two of the new cases involve physicians and both relate to the transfer of a patient to another facility. One of the new cases involves a nurse regarding attendance allegations.

RECRUITMENTS

As indicated last week, the names of the three most highly qualified candidates for Chief Executive Officer identified by the screening panel have been referred to the appointing authority and the names are now public information. We have scheduled July 27, 2005, for Selection interviews of the three most highly qualified candidates with Dr. Garthwaite and selected representatives of the KDMC Hospital Advisory Board.

We have also scheduled Selection interviews for July 27, 2005, of the most highly qualified Chief Nursing Officer candidates with representatives of Navigant Consulting and the Department of Health Services. In addition, an examination has been conducted for the Chief Operations Officer and an Eligible Register is available for use by the Chief Executive Officer, once that position is filled.

The new Clinical Nursing Director II - Medical Surgical/ICU started work on July 18, 2005. We continue to aggressively recruit for other critical nursing management positions. In addition, on July 20, 2005 we held another RN Interview Day where candidates were able to talk with Nurse Recruiters about all nursing opportunities and meet with hiring managers. The event attracted eight Registered Nurses, two Interim Permittees and two Psychiatric Technicians. The next Interview Day is scheduled for August 17, 2005. Candidates are encouraged to apply anytime at the KDMC Nurse Recruitment Office, Monday – Friday, 7:30 A.M. – 5:00 P.M.

We have identified over 500 Registered Nurses who have retired from County service within the past five years and we are contacting them both by telephone and letter to solicit their interest in possible employment as 120-day retirees at KDMC.

If you have any questions, please call me.

MJH:REB
SBH:ck

Attachments

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

H:KDMCSTATUSMEMO 7-22-05 Final

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

Period: 01/26/04 - 07/21/05

Dated: 7/21/2005

Closed Cases -	488
Open Cases -	114
Referred Cases -	15
Grand Total =	617

TYPE OF ADMINISTRATIVE ACTION	Medical Staff [1]	Ancillary Medical Staff [2]	Nursing Staff [3]	Pharmacy Staff	All Other Staff	TOTALS
Formal discipline:						
Discharges	8	0	19	0	10	37
Discharges of Probationers	0	2	5	0	3	10
Suspensions (6 - 30 Days)	0	4	17	2	8	31
Suspensions (1 - 5 Days)	4	5	21	1	9	40
Reprimands	5	1	19	2	8	35
Warnings	0	1	1	3	3	8
Resignations in Lieu of Administrative Action	15	6	17	6	5	49
Release of Temporary Employee	7	0	20	0	4	31
Medical Release	0	0	0	0	1	1
Subtotal	**39**	**19**	**119**	**14**	**51**	**242**

TYPE OF ADMINISTRATIVE ACTION	Medical Staff [1]	Ancillary Medical Staff [2]	Nursing Staff [3]	Pharmacy Staff	All Other Staff	TOTALS
Non-Disciplinary [4] Corrective Actions	18	7	28	41	22	116
Total Actions Taken	**57**	**26**	**147**	**55**	**73**	**358**

[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.

Attachment I

KDMC HUMAN RESOURCES / PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT – *MEDICAL STAFF*
Period: 01/26/04 – 07/21/05

Dated: July 21, 2005

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Formal Discipline:				
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	4	1	0	5
Warnings	0	0	0	0
Resignations in Lieu of Administrative Action	13	1	1	15
Release of Temporary Employee	7	0	0	7
Medical Release	0	0	0	0
Subtotal	33	5	1	39

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Non-Disciplinary Corrective Actions	16	1	1	18
Total of Action Taken	49	6	2	57

Attachment II