COUNTY OF LOS ANGELES
DEPARTMENT OF HUMAN RESOURCES

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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

July 29, 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 29, 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 250 employees at KDMC. Of this number, 129 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 106 (detailed summary information is contained in Attachments I and II).

Since our last report, we have closed 15 cases and have opened seven additional cases. One of the new cases involves a nurse regarding allegations of failure to respond to a monitor alarm. In coordination with Navigant, we suspended the employee without pay, and without incident, on the same day that we were advised of the allegations. Another new case involves an allegation that a physician declined to accept an urgent care patient from triage. Although the patient's health was not negatively impacted, we have initiated an investigation to determine if the allegation is founded and if discipline is appropriate.

RECRUITMENTS

Selection interviews of the three most highly qualified candidates for the Chief Executive Officer (CEO) were held with Dr. Garthwaite and selected representatives of the KDMC Hospital Advisory Board on July 27, 2005. Dr. Garthwaite advises he is reviewing

information on each of the three candidates. Selection interviews of the most highly qualified Chief Nursing Officer (CNO) candidates with representatives of Navigant Consulting and DHS were also conducted on July 27, 2005 and DHS is reviewing information on the candidates interviewed. An Eligible Register is also available for the Chief Operations Officer (COO) position for use by the CEO once that position is filled.

We have extended and just received acceptance late today of an offer to a candidate for Clinical Nursing Director II, Perioperative/Women's Health. The candidate's start date is expected to be in mid-August, following completion of medical and background clearances.

In addition, we continue to contact Registered Nurses who have retired from County service within the past five years to solicit their interest in possible employment as 120-day retirees at KDMC. We are sending letters to over 500 retired registered nurses and have received responses to our follow-up telephone canvassing from over 60 individuals interested in considering to work at KDMC. These names have been referred to DHS for appropriate follow-up.

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 7-29-05 Final

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

Period: 01/26/04 - 07/28/05

Dated: 7/28/2005

Closed Cases -	503
Open Cases -	106
Referred Cases -	15
Grand Total =	624

TYPE OF ADMINISTRATIVE ACTION	Medical Staff [1]	Ancillary [2] Medical Staff	Nursing Staff [3]	Pharmacy Staff	All Other Staff	TOTALS
Formal discipline:						
Discharges	8	0	20	0	10	38
Discharges of Probationers	0	2	5	0	3	10
Suspensions (6 - 30 Days)	0	5	21	3	8	37
Suspensions (1 - 5 Days)	4	5	20	1	10	40
Reprimands	5	1	20	2	8	36
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**	**20**	**124**	**15**	**52**	**250**

TYPE OF ADMINISTRATIVE ACTION	Medical Staff [1]	Ancillary [2] Medical Staff	Nursing Staff [3]	Pharmacy Staff	All Other Staff	TOTALS
Non-Disciplinary [4] Corrective Actions	18	7	29	41	23	118
Total Actions Taken	**57**	**27**	**153**	**56**	**75**	**368**

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 – 07/28/05

Dated: July 28, 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 I