COUNTY OF LOS ANGELES
DEPARTMENT OF HUMAN RESOURCES

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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

September 23, 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 September 23, 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 307 employees at KDMC. Of this number, 157 actions have resulted in discharges, releases or resignations. A total of 38 disciplinary actions have been taken against physicians and 30 physicians have been discharged or resigned.

Since our last report, we have closed 12 cases and have opened 14 additional cases. As a result, our open caseload is currently 87 (detailed summary information is contained in Attachments I and II). Two new physician cases have been opened this week. One case involves a physician who allegedly failed to follow procedures in the Operating Room. The other involves a temporary physician released as the result of expired credentials.

RECRUITMENTS

The September 16, 2005 RN Interview Day yielded two Staff Nurse employment offers. One Staff Nurse candidate was offered a position in the Department of Psychiatry and another was offered a position in the Medical Surgical Department. Both candidates have since accepted the job offers contingent upon successful completion of medical and background clearances.

Two individuals were interviewed this week for the position of Director of Quality Management and Performance Improvement (Assistant Nursing Director, Administration). The Carson Kolb search firm has been retained to provide search services for the position of Associate Medical Director, Utilization Management and Clinical Services (Chief Physician II).

The County of Los Angeles had a recruitment booth at the 35th Annual Emergency Room Nurses Association (ENA) Conference held September 15-17, 2005 in Nashville, Tennessee. The recruiter followed-up this week with two potential candidates who indicated possible interest in KDMC's nursing management opportunities.

If you have any questions, please call me.

MJH:STS
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 9/23/05 Final

ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE

Period: 01/26/04 - 09/22/05

Dated: 9/22/2005

Closed Cases -	590
Open Cases -	87
Referred Cases -	15
Grand Total =	692

TYPE OF ADMINISTRATIVE ACTION	Medical Staff [1]	Ancillary Medical Staff [2]	Nursing Staff [3]	Pharmacy Staff	All Other Staff	TOTALS
Formal discipline:						
Discharges	9	1	23	0	17	50
Discharges of Probationers	0	3	5	0	5	13
Suspensions (6 - 30 Days)	2	7	33	3	15	60
Suspensions (1 - 5 Days)	4	6	20	1	13	44
Reprimands	5	1	20	2	10	38
Warnings	0	1	1	3	3	8
Resignations in Lieu of Administrative Action	17	7	23	6	6	59
Release of Temporary Employee	8	1	20	0	5	34
Medical Release	0	0	0	0	1	1
Subtotal	**45**	**27**	**145**	**15**	**75**	**307**

TYPE OF ADMINISTRATIVE ACTION	Medical Staff [1]	Ancillary Medical Staff [2]	Nursing Staff [3]	Pharmacy Staff	All Other Staff	TOTALS
Non-Disciplinary Corrective Actions [4]	20	7	31	43	26	127
Total Actions Taken	**65**	**34**	**176**	**58**	**101**	**434**

[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 – 09/22/05

Dated: September 22, 2005

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Formal Discipline:				
Discharges	7	2	0	9
Discharges of Probationers	0	0	0	0
Suspension (6 - 30 Days)	1	1	0	2
Suspension (1 - 5 Days)	3	1	0	4
Reprimands	4	1	0	5
Warnings	0	0	0	0
Resignations in Lieu of Administrative Action	15	1	1	17
Release of Temporary Employee	8	0	0	8
Medical Release	0	0	0	0
Subtotal	38	6	1	45

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Non-Disciplinary Corrective Actions	18	1	1	20
Total of Action Taken	56	7	2	65

Attachment II