COUNTY OF LOS ANGELES
DEPARTMENT OF HUMAN RESOURCES

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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

October 7, 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 October 6, 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 328 employees at KDMC. Of this number, 168 actions have resulted in discharges, releases or resignations. A total of 42 disciplinary actions have been taken against physicians and 32 physicians have been discharged or resigned.

Since our last report, we have closed 16 cases and have opened 10 additional cases. As a result, our open caseload is currently 68 (detailed summary information is contained in Attachments I and II).

There are two new cases involving alleged misconduct by nursing personnel. One case involves an alleged violation of patient care standards, which resulted in the nurse being placed on immediate suspension pending investigation. The other case involves an alleged violation of time reporting policy.

RECRUITMENTS

An employment offer has been made to a candidate for Psychiatric Technician I as a result of the monthly RN Interview Day held at KDMC on October 5, 2005, pending successful completion of medical and background clearances. We have administered Civil Service

examination interviews for Assistant Hospital Administrator IV and are referring eligible candidates to KDMC Administration for hiring interviews.

If you have any questions, please call me.

MJH:STS
SBH:ab

Attachments

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

H:KDMCSTATUSMEMO 10/07/05 Final

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

Period: 01/26/04 - 10/06/05

Dated: 10/6/2005

Closed Cases -	625
Open Cases -	68
Referred Cases -	14
Grand Total =	707

TYPE OF ADMINISTRATIVE ACTION	Medical Staff [1]	Ancillary Medical Staff [2]	Nursing Staff [3]	Pharmacy Staff	All Other Staff	TOTALS
Formal discipline:						
Discharges	9	2	24	0	16	51
Discharges of Probationers	0	4	5	0	6	15
Suspensions (6 - 30 Days)	2	10	37	3	15	67
Suspensions (1 - 5 Days)	7	6	20	1	13	47
Reprimands	5	1	20	2	10	38
Warnings	0	1	1	3	3	8
Resignations in Lieu of Administrative Action	18	9	25	6	7	65
Release of Temporary Employee	9	1	21	0	5	36
Medical Release	0	0	0	0	1	1
Subtotal	**50**	**34**	**153**	**15**	**76**	**328**

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	22	8	31	43	26	130
Total Actions Taken	**72**	**42**	**184**	**58**	**102**	**458**

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 – 10/06/05

Dated: October 6, 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)	5	2	0	7
Reprimands	4	1	0	5
Warnings	0	0	0	0
Resignations in Lieu of Administrative Action	16	1	1	18
Release of Temporary Employee	9	0	0	9
Medical Release	0	0	0	0
Subtotal	42	7	1	50

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Non-Disciplinary Corrective Actions	20	1	1	22
Total of Action Taken	62	8	2	72

Attachment II