



# COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

HEADQUARTERS  
579 KENNETH HAHN HALL OF ADMINISTRATION • LOS ANGELES, CALIFORNIA 90012  
(213) 974-2406 FAX (213) 621-0387

BRANCH OFFICE  
3333 WILSHIRE BOULEVARD • LOS ANGELES, CALIFORNIA 90010  
(213) 738-2222 FAX (213) 637-0820

**MICHAEL J. HENRY**  
DIRECTOR OF PERSONNEL

October 28, 2005

To: Each Supervisor

From: Michael J. Henry *Michael J. Henry*  
Director of Personnel *Director of Personnel*

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL CENTER (KDMC)**

This status report reflects information as of October 27, 2005. Please keep in mind that this information changes daily; therefore, the information in this report is a snapshot in time.

## **DISCIPLINE**

Overall, since January 2004, we have taken disciplinary actions against 350 employees at KDMC. Of this number, 178 actions have resulted in discharges or resignations. A total of 44 disciplinary actions have been taken against physicians and 33 physicians have been discharged or resigned.

Since our last report, we have closed five cases and have opened 12 additional cases. As a result, our open caseload is currently 65 (detailed summary information is contained in Attachments I and II).

There were no new physician cases and three new nursing cases referred to KDMC Performance Management staff this week. Two of the new nursing cases involve alleged unauthorized absences. The third nursing case involves alleged discourteous behavior towards staff.

## **RECRUITMENTS**

An offer of employment has been made to a candidate for Chief Operations Officer, contingent upon salary approval and successful completion of a medical clearance. In addition, a new Chief Nursing Officer is scheduled to start at KDMC on Monday, October 31, 2005.

*To Enrich Lives Through Effective and Caring Service*

Each Supervisor  
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Selection interviews for the Central Services Manager II and Director of Case Management (Assistant Nursing Director, Administration) are also scheduled on October 31, 2005. Furthermore, beginning in November, the Nurse Recruitment Department at KDMC will host an informational table in the KDMC lobby on a weekly basis in an effort to attract potential candidates.

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  
Antionette Smith Epps  
Fred Leaf  
Kae Robertson  
Hank Wells

G:KDMCSTATUSMEMO Final 10/28/05

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

Period: 01/26/04 - 10/27/05

Dated: 10/27/2005

Closed Cases -	650
Open Cases -	65
Referred Cases -	15
<b>Grand Total =</b>	<b>730</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
<b><u>Formal discipline:</u></b>						
Discharges	9	2	26	0	19	56
Discharges of Probationers	0	5	5	1	6	17
Suspensions (6 - 30 Days)	3	10	39	4	20	76
Suspensions (1 - 5 Days)	7	6	20	1	13	47
Reprimands	5	1	20	2	13	41
Warnings	0	1	1	3	3	8
<b>Resignations in Lieu of Administrative Action</b>	19	9	26	6	7	67
<b>Release of Temporary Employee</b>	9	1	22	0	5	37
<b>Medical Release</b>	0	0	0	0	1	1
<b>Subtotal</b>	<b>52</b>	<b>35</b>	<b>159</b>	<b>17</b>	<b>87</b>	<b>350</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
<b>Non-Disciplinary <sup>4</sup> Corrective Actions</b>	22	8	32	43	26	131
<b>Total Actions Taken</b>	<b>74</b>	<b>43</b>	<b>191</b>	<b>60</b>	<b>113</b>	<b>481</b>

- <sup>1</sup> Includes: Physician series; Physician's Assistant; and Nurse Practitioners
- <sup>2</sup> Includes: Surgical Technicians; Medical Technologists; etc.
- <sup>3</sup> Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant
- <sup>4</sup> Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

**KDMC HUMAN RESOURCES / PERFORMANCE MANAGEMENT  
 ADMINISTRATIVE ACTIONS STATUS REPORT – MEDICAL STAFF  
 Period: 01/26/04 – 10/27/05**

**Dated: October 27, 2005**

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<b><u>Formal Discipline:</u></b>				
Discharges	7	2	0	9
Discharges of Probationers	0	0	0	0
Suspension (6 - 30 Days)	2	1	0	3
Suspension (1 - 5 Days)	5	2	0	7
Reprimands	4	1	0	5
Warnings	0	0	0	0
<b>Resignations in Lieu of Administrative Action</b>	17	1	1	19
<b>Release of Temporary Employee</b>	9	0	0	9
<b>Medical Release</b>	0	0	0	0
<b>Subtotal</b>	44	7	1	52

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<b>Non-Disciplinary Corrective Actions</b>	20	1	1	22
<b>Total of Action Taken</b>	64	8	2	74