# COUNTY OF LOS ANGELES
## DEPARTMENT OF HUMAN RESOURCES

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**MICHAEL J. HENRY**
DIRECTOR OF PERSONNEL


December 16, 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 December 15, 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 379 employees at KDMC. Of this number, 196 actions have resulted in discharges or resignations. A total of 45 disciplinary actions have been taken against physicians and 33 physicians have been discharged or resigned.

Since our last report, we have closed six cases and have opened seven 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 cases opened this week involving physicians and three new cases involving nurses. One of the nursing cases involves alleged failure to properly assess a patient, another involves alleged substandard attendance, and the third involves an alleged omission of criminal history on an application.

**RECRUITMENTS**

Two nursing appointments were made this week. Candidates were selected to fill the Director of Case Management (Assistant Nursing Director Administration) vacancy and a Staff Nurse vacancy in the Intensive Care Unit. Both candidates are scheduled to start on December 19, 2005. In addition, 12 graduating students from the Registered Nursing Program at Los Angeles Trade Technical College were given a guided tour of KDMC this week. Following the tour, seven of the students submitted employment applications for Interim Permittee positions.

A work group comprised of representatives from DHS, DHR, Local 660 and KDMC, has also been formed to focus recruitment efforts on vacant positions at KDMC. The KDMC Recruitment and Outreach Campaign Committee will implement a year-long campaign to enhance recruitment efforts and build on the momentum of the positive changes taking place at KDMC.

If you have any questions, please call me.

MJH:STS
SBH:amb

Attachments

c: David E. Janssen
Thomas L. Garthwaite, M.D.
Ray Fortner
Violet Varona-Lukens
Antionette Smith Epps
Fred Leaf

H:KDMCSTATUSMEMO FINAL 12/16/05

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

**Period: 01/26/04 - 12/15/05**

**Dated: 12/15/2005**

| | |
|---|---|
| Closed Cases - | 704 |
| Open Cases - | 65 |
| Referred Cases - | 14 |
| Grand Total = | 783 |

| TYPE OF ADMINISTRATIVE ACTION | Medical Staff [1] | Ancillary Medical Staff [2] | Nursing Staff [3] | Pharmacy Staff | All Other Staff | TOTALS |
|---|---|---|---|---|---|---|
| **Formal discipline:** | | | | | | |
| Discharges | 9 | 3 | 28 | 0 | 24 | 64 |
| Discharges of Probationers | 0 | 5 | 5 | 1 | 7 | 18 |
| Suspensions (6 - 30 Days) | 3 | 10 | 42 | 4 | 26 | 85 |
| Suspensions (1 - 5 Days) | 7 | 7 | 20 | 1 | 13 | 48 |
| Reprimands | 6 | 1 | 20 | 2 | 13 | 42 |
| Warnings | 0 | 1 | 1 | 3 | 3 | 8 |
| **Resignations in Lieu of Administrative Action** | 19 | 9 | 29 | 6 | 9 | 72 |
| **Release of Temporary Employee** | 9 | 1 | 26 | 0 | 5 | 41 |
| **Medical Release** | 0 | 0 | 0 | 0 | 1 | 1 |
| **Subtotal** | **53** | **37** | **171** | **17** | **101** | **379** |

| 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** | 23 | 8 | 35 | 43 | 28 | 137 |
| **Total Actions Taken** | **76** | **45** | **206** | **60** | **129** | **516** |

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 – 12/15/05**

**Dated: December 15, 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) | 2 | 1 | 0 | 3 |
| Suspension (1 - 5 Days) | 5 | 2 | 0 | 7 |
| Reprimands | 5 | 1 | 0 | 6 |
| Warnings | 0 | 0 | 0 | 0 |
| **Resignations in Lieu of Administrative Action** | 17 | 1 | 1 | 19 |
| **Release of Temporary Employee** | 9 | 0 | 0 | 9 |
| **Medical Release** | 0 | 0 | 0 | 0 |
| **Subtotal** | 45 | 7 | 1 | 53 |

| TYPE OF ADMINISTRATIVE ACTION | Physician | Physician's Assistant | Nurse Practitioner | TOTALS |
|---|---|---|---|---|
| **Non-Disciplinary Corrective Actions** | 21 | 1 | 1 | 23 |
| **Total of Action Taken** | 66 | 8 | 2 | 76 |

Attachment II