COUNTY OF LOS ANGELES
DEPARTMENT OF HUMAN RESOURCES

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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

February 24, 2006

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 February 23, 2006. 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 417 employees at KDMC. Of this number, 213 actions have resulted in discharges or resignations. A total of 49 disciplinary actions have been taken against physicians and 35 physicians have been discharged or resigned.

Since our last report, we have closed 12 cases and have opened two additional cases. As a result, our open caseload is currently 54 (detailed summary information is contained in Attachments I and II). One of the two new cases opened this week involves a physician and the other involves a nurse. Both cases relate to alleged substandard attendance.

RECRUITMENTS

KDMC Career Day will be held on Saturday, February 25, 2006, from 10:00 a.m. to 3:00 p.m. On-site interviews will be conducted for candidates seeking clinical, administrative, and support positions. As part of KDMC's extensive community outreach effort for this event, flyers were sent to over 500 community organizations, churches, schools and all Workforce Investment Board (WIB) WorkSource job clubs in Southern California; advertisements were placed in 15 local and minority newspapers; and public service announcements were aired on several local radio and cable television stations.

The next KDMC Registered Nurse (RN) Interview Day is scheduled for Wednesday, March 8, 2006, from 10:00 a.m. to 3:00 p.m., in the KDMC Nurse Recruitment Office located in the Interns and Residents Building. In addition, KDMC's Nurse Recruiters will join other Department of Health Services' recruiters on Saturday, March 11, 2006, for a RN Job Fair being held at LAC+USC Medical Center.

If you have any questions, please call me.

MJH:STS
SBH:ck

Attachments

c: David E. Janssen
Bruce Chernof, M.D.
Ray Fortner
Violet Varona-Lukens
John R. Cochran III
Antionette Smith Epps

H:KDMCSTATUSMEMO FINAL 022406

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

Period: 01/26/04 - 02/23/06

Dated: 2/23/2006

Closed Cases -	777
Open Cases -	54
Referred Cases -	12
Grand Total =	843

TYPE OF ADMINISTRATIVE ACTION	Medical Staff [1]	Ancillary [2] Medical Staff	Nursing Staff [3]	Pharmacy Staff	All Other Staff	TOTALS
Formal discipline:						
Discharges	10	3	29	0	26	68
Discharges of Probationers	0	5	6	1	9	21
Suspensions (6 - 30 Days)	4	11	45	4	34	98
Suspensions (1 - 5 Days)	8	7	22	1	15	53
Reprimands	6	1	22	2	14	45
Warnings	0	1	1	3	3	8
Resignations in Lieu of Administrative Action	19	9	30	6	10	74
Release of Temporary Employee	10	1	32	0	6	49
Medical Release	0	0	0	0	1	1
Subtotal	**57**	**38**	**187**	**17**	**118**	**417**

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	23	9	36	43	29	140
Total Actions Taken	**80**	**47**	**223**	**60**	**147**	**557**

[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 – 02/23/06

Dated: February 23, 2006

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Formal Discipline:				
Discharges	8	2	0	10
Discharges of Probationers	0	0	0	0
Suspension (6 - 30 Days)	3	1	0	4
Suspension (1 - 5 Days)	6	2	0	8
Reprimands	5	1	0	6
Warnings	0	0	0	0
Resignations in Lieu of Administrative Action	17	1	1	19
Release of Temporary Employee	10	0	0	10
Medical Release	0	0	0	0
Subtotal	49	7	1	57

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Non-Disciplinary Corrective Actions	21	1	1	23
Total of Action Taken	70	8	2	80

Attachment II