# COUNTY OF LOS ANGELES
## DEPARTMENT OF HUMAN RESOURCES

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**MICHAEL J. HENRY**
DIRECTOR OF PERSONNEL


March 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 March 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 432 employees at KDMC. Of this number, 221 actions have been discharges or resignations. A total of 51 disciplinary actions have been taken against physicians and 36 physicians have been discharged or resigned.

Since our last report, we have closed 4 cases and have opened 5 additional cases. As a result, our open caseload is currently 62 (detailed summary information is contained in Attachments I and II).

None of the new cases involve physicians and one new case involves a nurse. The nursing case relates to alleged substandard attendance.

## RECRUITMENTS

Nurse recruiters from all five hospitals within the Department of Health Services had an exhibit booth at the Registered Nurse (RN) Advance Job Fair held at the Los Angeles Convention Center on March 16, 2006. The event was sponsored by Advance Publications, a nursing magazine with nationwide circulation. Total attendance was estimated at approximately 1,500, with many candidates expressing interest in County careers. Recruiters will follow-up with all interested candidates.

The KDMC RN Interview Day held on March 8, 2006 has thus far resulted in the hiring of one Staff Nurse in the Department of Psychiatry. KDMC's Recruiters will be at the California State University, Los Angeles School of Nursing on April 6, 2006 to discuss KDMC's nursing career opportunities.

If you have any questions, please call me.

MJH:STS
SBH:ck

Attachments

c: David E. Janssen
Bruce Chernof, M.D.
Ray Fortner
Joanne Sturges
John R. Cochran III
Antionette Smith Epps

H:KDMCSTATUSMEMO FINAL 032406

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

**Period: 01/26/04 - 03/23/06**

**Dated: 3/23/2006**

| | |
|---|---|
| Closed Cases - | 797 |
| Open Cases - | 62 |
| Referred Cases - | 11 |
| Grand Total = | 870 |

| TYPE OF ADMINISTRATIVE ACTION | Medical Staff [1] | Ancillary Medical Staff [2] | Nursing Staff [3] | Pharmacy Staff | All Other Staff | TOTALS |
|---|---|---|---|---|---|---|
| **Formal discipline:** | | | | | | |
| Discharges | 10 | 3 | 29 | 0 | 29 | 71 |
| Discharges of Probationers | 0 | 6 | 7 | 1 | 9 | 23 |
| Suspensions (6 - 30 Days) | 4 | 11 | 45 | 4 | 35 | 99 |
| Suspensions (1 - 5 Days) | 10 | 7 | 22 | 1 | 16 | 56 |
| Reprimands | 7 | 2 | 22 | 2 | 14 | 47 |
| Warnings | 0 | 1 | 1 | 3 | 4 | 9 |
| **Resignations in Lieu of Administrative Action** | 19 | 9 | 31 | 6 | 10 | 75 |
| **Release of Temporary Employee** | 11 | 1 | 32 | 0 | 7 | 51 |
| **Medical Release** | 0 | 0 | 0 | 0 | 1 | 1 |
| **Subtotal** | **61** | **40** | **189** | **17** | **125** | **432** |

| 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 | 9 | 38 | 43 | 29 | 142 |
| **Total Actions Taken** | **84** | **49** | **227** | **60** | **154** | **574** |

[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 - 03/23/06**

**Dated: 3/23/2006**

| 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 |
| Suspensions (6 - 30 Days) | 3 | 1 | 0 | 4 |
| Suspensions (1 - 5 Days) | 7 | 3 | 0 | 10 |
| Reprimands | 5 | 2 | 0 | 7 |
| Warnings | 0 | 0 | 0 | 0 |
| **Resignations in Lieu of Administrative Action** | 17 | 1 | 1 | 19 |
| **Release of Temporary Employee** | 11 | 0 | 0 | 11 |
| **Medical Release** | 0 | 0 | 0 | 0 |
| **Subtotal** | **51** | **9** | **1** | **61** |

| TYPE OF ADMINISTRATIVE ACTION | Physician | Physician's Assistant | Nurse Practitioner | TOTALS |
|---|---|---|---|---|
| **Non-Disciplinary Corrective Actions** | 21 | 1 | 1 | 23 |
| **Total Actions Taken** | **72** | **10** | **2** | **84** |

Attachment II