



COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

April 21, 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 April 20, 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 442 employees at KDMC. Of this number, 228 actions have resulted in discharges or resignations. A total of 55 disciplinary actions have been taken against physicians and 39 physicians have been discharged or resigned.

Since our last report, we have closed three cases and have opened five additional cases. As a result, our open caseload is currently 69 (detailed summary information is contained in Attachments I and II).

One of the new cases involves a physician with alleged substandard attendance.

None of the new cases involve nurses.

Each Supervisor
April 21, 2006
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RECRUITMENTS

KDMC Nurse Recruiters are attending nursing job fairs at Cypress College, Long Beach City College, Los Angeles City College and Los Angeles Trade Technical College during the last week of April.

If you have any questions, please call me.

MJH:STS
SBH:amb

Attachments

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

h:KDMCSTATUSMEMOFINAL 042106

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

Period: 01/26/04 - 04/20/06

Dated: 4/20/2006

Closed Cases -	812
Open Cases -	69
Referred Cases -	11
Grand Total =	892

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
<u>Formal discipline:</u>						
Discharges	10	3	30	0	29	72
Discharges of Probationers	0	6	7	1	9	23
Suspensions (6 - 30 Days)	4	11	46	4	35	100
Suspensions (1 - 5 Days)	10	7	22	1	16	56
Reprimands	7	2	22	2	14	47
Warnings	1	1	1	3	5	11
Resignations in Lieu of Administrative Action	19	9	31	6	11	76
Release of Temporary Employee	14	1	33	0	8	56
Medical Release	0	0	0	0	1	1
Subtotal	65	40	192	17	128	442

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	38	43	29	142
Total Actions Taken	88	49	230	60	157	584

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.

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

Period: 01/26/04 - 04/20/06

Dated: 4/20/2006

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<u>Formal discipline:</u>				
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	1	0	0	1
Resignations in Lieu of Administrative Action	17	1	1	19
Release of Temporary Employee	14	0	0	14
Medical Release	0	0	0	0
Subtotal	55	9	1	65

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Non-Disciplinary Corrective Actions	21	1	1	23
Total Actions Taken	76	10	2	88