



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

June 9, 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 June 8, 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 455 employees at KDMC. Of this number, 233 actions have resulted in discharges or resignations. A total of 56 disciplinary actions have been taken against physicians and 39 physicians have been discharged or resigned.

Since our last report, we have closed four cases, we have opened two additional cases, and we have re-opened one case that had been closed last week. As a result, our open caseload is currently 53 (detailed summary information is contained in Attachments I and II).

None of the new cases involve physicians or nurses.

RECRUITMENTS

KDMC nurse recruiters participated at the Community Career Fair on June 8, 2006, which was sponsored by Supervisor Burke and held at The Tabernacle in Inglewood.

Each Supervisor
June 9, 2006
Page 2

DHS nurse recruiters also hosted a recruitment booth at the Nurseweek Job Fair on June 8, 2006, which was held at the Pasadena Convention Center.

The next KDMC RN Interview Day is scheduled for June 16, 2006 from 10:00 a.m. to 3:00 p.m. at the Interns and Residents Building at the KDMC Medical Center

If you have any questions, please call me.

MJH:STS
PAS: amb

Attachments

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

H:KDMCSTATUSMEMO Final 6/9/06

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

Period: 01/26/04 - 06/08/06

Dated: 6/8/2006

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)	8	3	0	11
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	56	9	1	66

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Non-Disciplinary Corrective Actions	21	1	1	23
Total Actions Taken	77	10	2	89

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

Period: 01/26/04 - 06/08/06

Dated: 6/8/2006

Closed Cases -	854
Open Cases -	53
Referred Cases -	11
Grand Total =	918

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	4	30	0	30	74
Discharges of Probationers	0	6	8	1	10	25
Suspensions (6 - 30 Days)	4	11	49	4	36	104
Suspensions (1 - 5 Days)	11	7	22	1	18	59
Reprimands	7	2	23	2	14	48
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	34	0	8	57
Medical Release	0	0	0	0	1	1
Subtotal	66	41	198	17	133	455

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	10	39	43	30	145
Total Actions Taken	89	51	237	60	163	600

- 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.