COUNTY OF LOS ANGELES
DEPARTMENT OF HUMAN RESOURCES

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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

December 8, 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 December 7, 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, disciplinary actions have been taken against 506 KDMC employees. Of this number, 255 actions have resulted in discharges or resignations. A total of 58 disciplinary actions have been taken against physicians and 41 physicians have been discharged or resigned.

Since our last report, we have not closed any cases and have opened nine additional cases. As a result, our open caseload is currently 40 (detailed summary information is contained in Attachments I and II).

None of the new cases involve physicians and one of the new cases involves a nurse. The new nursing case involves alleged discourtesy to a patient.

RECRUITMENTS

KDMC and DHS Nurse Recruiters attended nursing program job fairs at Long Beach City College on November 27, 2006, Cypress Community College on December 1, 2006 and the Saint Francis Medical Center Licensed Vocational Nursing (LVN) Program on December 6, 2006. In addition, DHS recruiters hosted a recruitment booth at the Annual

Conference of the Association for Health System Pharmacist (ASHP) held at the Anaheim Convention Center on December 3-7, 2006.

If you have any questions, please call me.

MJH:STS
SBH:ck

Attachments

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

H:KDMCSTATUSMEMO Draft Shell 120806

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

Period: 01/26/04 - 12/07/06

Dated: 12/7/2006

Closed Cases -	940
Open Cases -	40
Referred Cases -	13
Grand Total =	993

TYPE OF ADMINISTRATIVE ACTION	Medical Staff [1]	Ancillary Medical Staff [2]	Nursing Staff [3]	Pharmacy Staff	All Other Staff	TOTALS
Formal discipline:						
Discharges	10	6	32	0	35	83
Discharges of Probationers	0	8	8	1	13	30
Suspensions (6 - 30 Days)	4	12	52	6	39	113
Suspensions (1 - 5 Days)	11	10	25	2	24	72
Reprimands	7	5	25	2	15	54
Warnings	1	2	1	3	5	12
Resignations in Lieu of Administrative Action	20	9	31	6	11	77
Release of Temporary Employee	15	1	39	0	9	64
Medical Release	0	0	0	0	1	1
Subtotal	**68**	**53**	**213**	**20**	**152**	**506**

TYPE OF ADMINISTRATIVE ACTION	Medical Staff [1]	Ancillary Medical Staff [2]	Nursing Staff [3]	Pharmacy Staff	All Other Staff	TOTALS
Non-Disciplinary Corrective Actions [4]	25	12	41	43	34	155
Total Actions Taken	**93**	**65**	**254**	**63**	**186**	**661**

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 - 12/07/06

Dated: 12/7/2006

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)	8	3	0	11
Reprimands	5	2	0	7
Warnings	1	0	0	1
Resignations in Lieu of Administrative Action	18	1	1	20
Release of Temporary Employee	15	0	0	15
Medical Release	0	0	0	0
Subtotal	**58**	**9**	**1**	**68**

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Non-Disciplinary Corrective Actions	23	1	1	25
Total Actions Taken	**81**	**10**	**2**	**93**

Attachment II