# COUNTY OF LOS ANGELES
## DEPARTMENT OF HUMAN RESOURCES

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**MICHAEL J. HENRY**
DIRECTOR OF PERSONNEL


February 9, 2007

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 8, 2007. 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 512 KDMC employees. Of this number, 256 actions have been 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, three cases have been closed and eight additional cases have been opened. As a result, KDMC's open caseload is currently 41 (detailed summary information is contained in Attachments I and II).

One of the new cases involves a physician and none involve nurses. The physician case is related to alleged unauthorized absences.

## RECRUITMENTS

KDMC and DHS Nurse Recruiters made presentations regarding County nursing career opportunities to nursing program students at East Los Angeles College on February 5, 2007 and at the USC College of Nursing on February 8, 2007. In addition, KDMC and DHS Nurse Recruiters will attend the Nursing Spectrum/NurseWeek 2007 Spring Career Fair being held at the Anaheim Convention Center on February 16, 2007.

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:KDMC Human Resources Status Report FINAL 020907

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

**Period: 01/24/04 - 02/08/07**

**Dated: 2/8/2007**

| | |
|---|---|
| Closed Cases - | 957 |
| Open Cases - | 41 |
| Referred Cases - | 13 |
| Grand Total = | 1011 |

| 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 | 53 | 6 | 40 | 115 |
| Suspensions (1 - 5 Days) | 11 | 10 | 28 | 2 | 24 | 75 |
| 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 | 40 | 0 | 9 | 65 |
| **Medical Release** | 0 | 0 | 0 | 0 | 1 | 1 |
| **Subtotal** | **68** | **53** | **218** | **20** | **153** | **512** |

| 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** | **259** | **63** | **187** | **667** |

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 - 02/08/07**

**Dated: 2/8/2007**

| 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