



COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

February 23, 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 22, 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 520 KDMC employees. Of this number, 260 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, no cases have been closed and no additional cases have been opened. As a result, KDMC's open caseload is currently 30 (detailed summary information is contained in Attachments I and II).

RECRUITMENTS

The KDMC Nurse Recruiter will join other Department of Health Services (DHS) Nurse Recruiters to host a recruitment booth at the Mount St. Mary's College, Department of Nursing Career Day on February 28, 2007.

From February 12-23, 2007 the Department of Human Resources (DHR) provided full-time, on-site transition services to assist impacted employees with information about transfer opportunities to other County departments. Transition services were provided on a self-referral basis. Approximately 50 employees opted to receive these individualized services, which were provided by DHR advisors. These advisors provided a one-on-one discussion

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with the employee about transfer options, and referral of the employee's resume and skills inventory to specific departments.

On February 20, 2007, over 350 KDMC employees started their new assignments in other DHS locations to facilitate the phase-in of the new MetroCare service delivery model.

If you have any questions, please call me.

MJH:STS
PAS:tdb

Attachments

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

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

Period: 01/26/04 - 02/22/07

Dated: 2/22/2007

Closed Cases -	968
Open Cases -	30
Referred Cases -	13
Grand Total =	1011

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	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	29	2	25	77
Reprimands	7	5	26	2	15	55
Warnings	1	2	2	3	5	13
Resignations in Lieu of Administrative Action	21	9	33	6	12	81
Release of Temporary Employee	15	1	40	0	9	65
Medical Release	0	0	0	0	1	1
Subtotal	69	53	223	20	155	520

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	25	12	41	43	35	156
Total Actions Taken	94	65	264	63	190	676

- 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 - 02/22/07

Dated: 2/22/2007

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	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