



▲ People First, Quality Always ▲

September 7, 2005

Dear Ms. Dickerson:

You are hereby notified that effective September 7, 2005, you are discharged from your permanent position of Staff Nurse with the Department of Health Services (DHS) ValleyCare/Olive View-UCLA Medical and from County service.

In a letter dated May 27, 2005, the verbal notification of your reassignment to home with pay effective May 26, 2005, pending the outcome of a departmental investigation was confirmed.

In a letter dated August 1, 2005, we notified you of our intent to discharge you. You were given the basis for the proposed action, the facts upon which the action was based, and advised that supporting documents were available for your review. You were also advised of your rights to respond to the charges.

On August 18, 2005, you and your representative, Tyler Ross, Local 660, met with Elizabeth Moreira, Head, Departmental Personnel Technician and Terrance De Aro, Departmental Personnel Technician. Also in attendance was Stephanie Johnson, Assistant Hospital Administrator. Your response to the charges was given careful consideration. However, it was not sufficient to cause management to alter the decision to discharge you.

BASIS

The basis for this action is violation of the Department of Health Services' "Employee Evaluation and Discipline Guidelines" (EE&DG), Section 5060 and related subsections as follows:

Subsection A. **Demeanor/Conduct**, Item 3. Failure to follow instructions.

COUNTY OF LOS ANGELES

OLIVE VIEW-UCLA MEDICAL CENTER ▲ 14405 OLIVE VIEW DRIVE ▲ SYLMAR, CALIFORNIA 91342-1475 ▲ (818) 344-1533

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Subsection E. Job Performance, Item 2. Carelessness or inattention to duties resulting in improper service being rendered to patients, public, or resulting in impairment of a County function.

You signed acknowledgment of receipt of the EE&DG on June 11, 2004.

Additionally, this level of discipline is imposed due to the violation of Civil Service Rule 18.031, which states:

"Failure of an employee to perform his or her assigned duties so that to meet fully explicitly stated or implied standards of performance may constitute adequate grounds for discharge, reduction or suspension. Where appropriate, such grounds may include, but are not limited to, qualitative as well as quantitative elements of performance, such as failure to exercise sound judgment, failure to report information accurately and completely, failure to deal effectively with the public, and failure to make productive use of human, financial and other assigned resources. Grounds for discharge, reduction or suspension may also include any behavior or pattern of behavior which negatively affects an employee's productivity or which is unbecoming a County employee; or any behavior or condition which impairs an employee's qualifications for his or her position or for continued county employment."

FACTS

The facts supporting this action are as follows:

On May 25, 2005, you were assigned to perform your duties as a Staff Nurse in the Medical/Surgical Unit of ValleyCare/Olive View-UCLA Medical Center. At about 7:30 P.M., you started a feeding tube on patient H. E. recovering from surgery in Room 116A. Your supervisor, Cresencia Elchico, Supervising Staff Nurse I, was in the room attending to another patient, and left the room as you were starting the tube feed. At about 7:40 P.M., Ms. Elchico returned to check on your patient, noting that you had left for the cafeteria.

When Ms. Elchico arrived, she noticed that the patient's feeding tube was erroneously connected to the fluid drainage (Jackson Pratt Drain), feeding fluid directly into the patient's surgical wound. Ms. Elchico then called Rosaura (Rosie) Gamez, Staff Nurse, in to the room in order to verify the error, and proceeded to connect the Jackson Pratt Drain to suction in order to remove any fluid that had been infused with the wound.

After Ms. Elchico corrected the infusion error, you entered the room, and asked what was wrong. Ms. Elchico told you she needed to meet with you in private. Upon meeting with you, she explained what the error was, and informed you that an incident report needed to be filed. You replied, "For that little mistake?" You told Ms. Elchico that you had abruptly returned from the cafeteria, because you felt that something was not right, stating, "I know I did something wrong."

INTERVIEWS

An administrative investigation into this matter was conducted, which included an interview with you. The interview revealed the following:

You stated that the error committed had the "potential of it being an injury," and stated that you had recognized and corrected the error upon returning from the cafeteria. You denied that Ms. Elchico was the person who first discovered the error.

IMPACT

Ms. Dickerson, your carelessness and inattention to your duties have resulted in improper service being rendered to a patient. Had your supervisor not discovered this error, the patient's health could have been seriously jeopardized.

As a Staff Nurse, it is your responsibility to accurately carry out doctor's orders at all times. Your failure to do so has placed the County in a position of liability, and adversely affected patient care. The Department finds your dereliction of duties totally unacceptable and it cannot be condoned.

WORK HISTORY

Your work history, described below, was considered in reaching the decision to discharge you:

You have received four (4) written warnings regarding five (5) medication errors committed from the period of September 30, 2004 through February 15, 2005. In addition, based on your work performance, you were scheduled to attend a remediation course with the Nursing Education Division on April 7, 2005, which you did not complete.

CONCLUSION

Ms. Dickerson, your carelessness and inattention to your duties will not be tolerated, based upon the fact that:

1. You have repeatedly received letters of warnings and were removed from administering medications due to your poor work performance.

You should have known better than to have committed a feeding tube infusion error.

Your unsatisfactory job performance and medical errors are no longer tolerable.

It is for these reasons that you are being discharged from County service.

APPEAL RIGHTS

Civil Service Rules give you the right to appeal this action and request a hearing before the Los Angeles County Civil Service Commission within fifteen (15) business days from the date on which this letter was mailed or hand-delivered to you.

Your request for a hearing must be in writing, signed by you or your representative, and state the ruling or action you are appealing. In your letter, you must provide your mailing address and describe in plain language, and in detail, sufficient specific facts and reasons upon which you base your appeal.

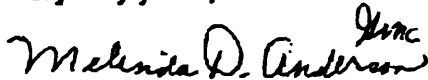
Your written response and request for a hearing must be sent to the Los Angeles County Civil Service Commission, 522 Kenneth Hahn Hall of Administration, 222 North Grand Avenue, Los Angeles, California 90012.

A copy should also be sent to Gayle M. Jones, Chief, Performance Management Unit, DHS - Human Resources, 5555 Ferguson Drive, Second Floor, Commerce, California 90022.

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In accordance with the California Code of Regulations, enclosed is a pamphlet entitled,
"For Your Benefit, California's Programs for the Unemployed".

Very truly yours,

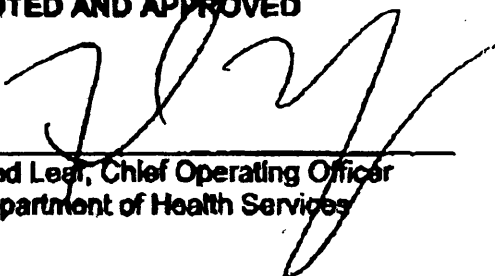


Melinda D. Anderson, Chief Executive Officer
ValleyCare/Olive View-UCLA Medical Center

MA:evm


Enclosure

NOTED AND APPROVED



Fred Leal, Chief Operating Officer
Department of Health Services

9/6/05
Date

This is to certify that I, , mailed two copies of this
letter, one certified and one U.S. mail, to the above address on 9/7/05.