



COUNTY OF LOS ANGELES

OFFICE OF THE DIRECTOR OF PERSONNEL

222 NORTH GRAND AVENUE, LOS ANGELES, CALIFORNIA 90012

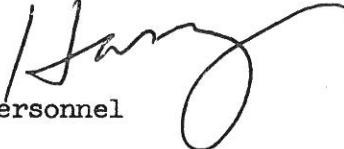
HARRY L. HUFFORD
DIRECTOR OF PERSONNEL
(213) 974-2406

MEMBERS OF THE BOARD

PETER F. SCHABARUM
KENNETH HAHN
EDMUND D. EDELMAN
DEANE DANA
MICHAEL D. ANTONOVICH

March 30, 1983

To: Each Supervisor

From: Harry L. Hufford 
CAO/Director of Personnel

Subject: COMMISSION DECISION - THOMAS T. NOGUCHI

At their meeting today the Civil Service Commission by a 4-1 vote (Commissioner George Nojima dissenting) overruled the objections, adopted the findings of the Hearing Officer but rejected her recommendations in part and issued their final decision to sustain both the thirty-day suspension and the demotion.

With announcement of a final decision the Commission loses jurisdiction and the appellant's recourse is to the Courts.

HLH/RPR/pdb

MOTION BY SUPERVISOR MICHAEL D. ANTONOVICH

The formal hearing in the matter of Dr. Thomas T. Noguchi, vs. the County of Los Angeles began on Monday, July 19, 1982, with the Civil Service Commission issuing an executive order barring video and still cameras from the proceedings.

At the opening of the hearings, the hearing officer relented and for a brief period at the start of the proceedings cameras were allowed into the hearing room.

I, THEREFORE, MOVE that the Los Angeles County Board of Supervisors suggest to the Civil Service Commission to open the hearings to photographic coverage -- on a pool basis if necessary -- to the media in order that the public has full news coverage of this proceeding.

#

(JP)

70-1
Dr. Noguchi
A/H

JUL 20 1982

MOTION

Hahn	_____
Edelman	_____
Dana	_____ <i>Adopt</i>
Antonovich	_____
Schabanum	_____

*Sec I
Communications done
Needs minute entry only
gd*



MEMBERS OF THE BOARD

PETER F. SCHABARUM
KENNETH HAHN
EDMUND D. EDELMAN
DEANE DANA
MICHAEL D. ANTONOVICH

**BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES**

383 HALL OF ADMINISTRATION / LOS ANGELES, CALIFORNIA 90012

JAMES S. MIZE, EXECUTIVE OFFICER
RICHARD A. SCHOENI, ASST. EXEC. OFFICER
(213) 974-1411

July 20, 1982

Mr. John C. Bollens, President
Civil Service Commission
522 Hall of Administration
500 West Temple Street
Los Angeles, California 90012

Dear Mr. Bollens:

At its meeting held today, on motion of Supervisor Michael D. Antonovich, the Board of Supervisors requested the Civil Service Commission to open the hearing in the matter of Thomas T. Noguchi, M.D. vs. the County of Los Angeles, to television photographic coverage, on a pool basis if necessary.

In making this request, Supervisors Antonovich and Hahn emphasized the public's right to full news coverage of this proceeding.

Very truly yours,

James S. Mize
JAMES S. MIZE

*Letter hand delivered
7-30-82 at 10:45 AM
jsh*

MOTION BY SUPERVISOR KENNETH HAHN

July 13, 1982

William A. Masterson, the special attorney hired by the Board of Supervisors in connection with the matters of the Dr. Thomas Noguchi dismissal, has submitted to the County Auditor-Controller a bill for \$109,315.91 for his services for March, April and May.

I MOVE that the Board of Supervisors instruct the County Auditor-Controller to hold up payment for May for William A. Masterson, of the firm of Rogers & Wells. William A. Masterson has already been paid \$33,806.54 for March and \$45,931.93 for April. He has submitted a claim for \$29,577.44 for the month of May.

This case has not even been heard by the Civil Service Commission. The claims so far are for preliminary investigations. I believe this case could cost the taxpayers of Los Angeles County over \$1 million, if these costs are not reduced, in appeals from the Civil Service Commission, to the Superior Court, the Appellate Court and to the Supreme Court of California and to the Supreme Court of the United States.

I FURTHER MOVE that the Board of Supervisors use the County Counsel's representative instead of the private law firm of Rogers & Wells.

KH:jr

last motion
Schabarum _____

Hahn _____

~~Dana~~ _____

Antonovich _____

Edelman _____

MOTION

no record

JUL 13 1982

Sec. I

MOTION BY SUPERVISOR PETER F. SCHABARUM

The Board of Supervisors has met in Closed Session and has given careful consideration to Dr. Thomas Noguchi's written response to our letter of April 16, 1982, notifying Dr. Noguchi of our intent to demote him to the position of Physician Specialist, M.D.

It is our judgment that the answers provided by Dr. Noguchi fail to respond adequately to the charges.

I, THEREFORE, MOVE THAT:

1. Dr. Thomas T. Noguchi be demoted from his present position of Chief Medical Examiner-Coroner to that of Physician Specialist, M.D., effective April 28, 1982, on the grounds specified in the letter of intent, dated April 16, 1982; and that he be placed on Step 7 of the applicable salary range (\$67,704 annual salary).
2. The Chairman be authorized to sign the letter notifying Dr. Noguchi of his demotion.
3. The Board continue the designation of Dr. Ronald Kornblum as acting Chief Medical Examiner-Coroner until such time as the Board makes a permanent appointment to the position.

*Haron
Pat*

70-1
Dr. Noguchi
S/A
MOTION

APR 27 1982

~~Hahn~~

Edelman

Dana

Antonovich

Schabarum

adapt



MINUTES OF THE BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES, STATE OF CALIFORNIA

James S. Mize, Executive Officer-
Clerk of the Board of Supervisors
383 Hall of Administration
Los Angeles, California 90012

Chief Medical Examiner-Coroner

At its meeting held April 27, 1982, the Board took the following action:

106

On motion of Supervisor Schabarum, seconded by Supervisor Antonovich, unanimously carried (Supervisor Hahn being absent), the Board demoted the Chief Medical Examiner-Coroner, Dr. Thomas T. Noguchi, to Physician Specialist, M.D., Seventh Step, effective April 28, 1982, and authorized the Chairman of the Board to sign the letter notifying him of his demotion.

Further, the Board continued the designation of Dr. Ronald Kornblum as the Acting Chief Medical Examiner-Coroner until such time as a permanent appointment is made.

Copies distributed:
Each Supervisor
Auditor-Controller
Chief Administrative Officer/
Director of Personnel



MINUTES OF THE BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES, STATE OF CALIFORNIA

James S. Mize, Executive Officer-
Clerk of the Board of Supervisors
383 Hall of Administration
Los Angeles, California 90012

Civil Service Commission

At its meeting held April 27, 1982, the Board took the following action:

107

On motion of Supervisor Edelman, seconded by Supervisor Antonovich, unanimously carried (Supervisor Hahn being absent), the Board requested the Civil Service Commission to consider the appeal of Dr. Thomas Noguchi a high priority case and make every effort to schedule his hearing before the Civil Service Commission at the earliest possible date.

Copies distributed:

Each Supervisor
Chief Administrative Officer
Chief Medical Examiner-Coroner

MOTION BY SUPERVISOR ED EDELMAN

Throughout this Board's review of the Department of Chief Medical Examiner-Coroner, I have expressed my desire that the investigation be handled in a manner which is fair and objective. I believe that this was done and that our Board's action with respect to Dr. Thomas Noguchi has been based on convincing and credible evidence. Nonetheless, it is important to note that our Board's action has not questioned Dr. Noguchi's medical skills or expertise. We have simply addressed his performance as a manager and a public official.

Our system provides for numerous due process safeguards, and it is now necessary that Dr. Noguchi be provided an opportunity for a timely hearing before the Civil Service Commission. In fairness to Dr. Noguchi, to the public, and to the office of Chief Medical Examiner-Coroner, it is essential that the Civil Service Commission hear the matter as expeditiously as possible so that all the facts can be properly aired and the matter finally adjudicated in the proper tribunal. This will be in the best interest of all concerned parties. Any undue delay may be a disservice to Dr. Noguchi and to the County.

I, THEREFORE, MOVE that:

Sharon
the Board of Supervisors request the Civil Service Commission to consider Dr. Noguchi's case of the highest priority and to make every effort to schedule the hearing for the earliest possible date.

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70-1
E/A Dr. Noguchi
MOTION
APR 27 1982

RS

042682

~~Hahn~~

Edelman

Dana

Antonovich

Schabarum

adopt

MOTION BY SUPERVISOR PETER F. SCHABARUM

April 15, 1982

The Board of Supervisors has just met in executive session to review all of the evidence pertaining to Dr. Thomas Noguchi's performance as Chief Medical-Examiner. As a result of our discussion,

I MOVE THAT:

The Chairman of the Board be authorized to send Dr. Noguchi a letter notifying him of our intent to demote him from his present position to that of Physician Specialist, M.D., effective April 28, 1982. The letter should be sent by Friday, April 16, and permit Dr. Noguchi to respond to the charges by Monday, April 26.

The Board will meet in Executive Session on Tuesday, April 27, to review Dr. Noguchi's response to the charges, to meet with him personally if he so desires, and determine whether to proceed with the proposed action.

70-1
The Noguchi
Case

APR 15 1982

S/A

MOTION

W. Hahn

✓ Edelman

✓ Dana

✓ Antonovich

✓ Schabarum

Adopt

Adopt
BSD 18



MINUTES OF THE BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES, STATE OF CALIFORNIA

James S. Mize, Executive Officer-
Clerk of the Board of Supervisors
383 Hall of Administration
Los Angeles, California 90012

Each Supervisor

At its meeting held April 15, 1982, the Board took the following action:

32

On motion of Supervisor Schabarum, seconded by Supervisor Antonovich, duly carried by the following vote: Ayes: Supervisors Edelman, Dana, Antonovich, and Schabarum; Noes: Supervisor Hahn, the Chairman of the Board, Peter F. Schabarum, was authorized to send the Chief Medical Examiner-Coroner, Dr. Thomas Noguchi, a letter notifying him of the Board's intent to demote him from his present position to that of Physician Specialist, M.D., effective April 28, 1982. The Board indicated that the letter should be sent no later than Friday, April 16, 1982, and it should notify Dr. Noguchi that he is permitted to respond to the charges by April 26, 1982.

Further, the Board declared its intent to meet in Executive Session on April 27, 1982, to review Dr. Noguchi's response to the charges, to meet with personally if he so desires, and determine whether to proceed with the proposed action.

Copies distributed:
Chief Administrative Officer
County Counsel
Chief Medical Examiner-Coroner

MOTION BY SUPERVISOR PETE SCHABARUM

MARCH 23, 1982

The Board has employed the firm of Rogers & Wells to represent it in connection with the matters involving the Coroner. It will be necessary, as a part of such representation, that certain costs and expenses be incurred.

I THEREFORE MOVE that the Board of Supervisors authorize the firm of Rogers & Wells to incur such costs as are necessary and appropriate, including the hiring of investigators, and that reimbursement for such costs be made upon the submission of appropriate claims.

70-1*Dr. Rogues Case*S/E MAR 23 1982
MOTION

PS:etj

Hahn _____

Edelman _____

Dana adopt _____

Antonovich _____

Schabarum _____



MINUTES OF THE BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES, STATE OF CALIFORNIA

James S. Mize, Executive Officer-
Clerk of the Board of Supervisors
383 Hall of Administration
Los Angeles, California 90012

Auditor-Controller

At its meeting held March 23, 1982, the Board took the following action:

114

On motion of Supervisor Schabarum, seconded by Supervisor Edelman, unanimously carried, the Board authorize reimbursement to the firm of Rogers and Wells, for costs incurred in its representation of the County in connection with the matters involving the Chief Medical Examiner-Coroner, including the hiring of investigators, and that reimbursement for such costs be made upon the submission of appropriate claims.

Copies distributed:

Each Supervisor
Chief Administrative Officer
County Counsel
Chief Medical Examiner-Coroner

MOTION BY SUPERVISOR PETER F. SCHABARUM

The Board of Supervisors has given careful consideration to Dr. Thomas Noguchi's written response to the Chief Administrative Officer's letter of March 12, 1982, notifying Dr. Noguchi of our intent to suspend him without pay for thirty days.

It is our judgment that the answers provided by Dr. Noguchi fail to adequately respond to our March 12, 1982 letter.

I, THEREFORE, MOVE THAT:

1. Dr. Thomas T. Noguchi be suspended without pay for thirty days beginning March 29, 1982, through April 27, 1982, on the grounds specified in the letter of intent from the Chief Administrative Officer, dated March 12, 1982.
2. The Chairman be authorized to sign the letter notifying Dr. Noguchi of this suspension.
3. The Board designate Dr. Ronald Kornblum as acting Chief Medical Examiner-Coroner during the period of suspension.

MOTION

Hahn _____

Edelman _____

Dana _____

Antonovich _____

Schabarum _____

adopt



**MINUTES OF THE BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES, STATE OF CALIFORNIA**

**James S. Mize, Executive Officer
Clerk of the Board of Supervisors
383 Hall of Administration
Los Angeles, California 90012**

Chief Administrative Officer

At its meeting held March 25, 1982, the Board took the following action:

31

On motion of Supervisor Schabarum, seconded by Supervisor Antonovich, unanimously carried, the Board suspended the Chief Medical Examiner-Coroner, Dr. Thomas T. Noguchi, for thirty days beginning March 29, 1982, through April 27, 1982, without pay.

Further, the Board designated Dr. Ronald Kornblum as Acting Chief Medical Examiner-Coroner during the period of suspension.

Copies distributed:

Each Supervisor
Auditor-Controller
Chief Medical Examiner-Coroner
County Counsel

TIME _____

Syn. No. 124

Introduced by _____

SUBJECT Med. Services Center. Statement by Chairman
re. audit prepared by CAC and School Jury's
external auditor.

MOTION BY SUPERVISOR _____

MAR 23 1982

Hahn

Edelman

Dana

Antonovich

Schabarum

MOTION BY SUPERVISOR _____

Hahn

Edelman

Dana

Antonovich

Schabarum

SPEAKERS

REPRESENTING

FOR

AGAINST

*See I
see me
get*

STATEMENT BY SUPERVISOR PETE SCHALLUM

RE: GRAND JURY MANAGEMENT AUDIT OF CHIEF MEDICAL EXAMINER-CORONER

THE BOARD OF SUPERVISORS AND THE GRAND JURY HAVE MET TO DISCUSS THE STATUS OF THE MANAGEMENT REVIEWS OF THE OFFICE OF THE CHIEF MEDICAL EXAMINER-CORONER.

THERE HAS BEEN A MUTUAL EXCHANGE OF VIEWS AS THEY RELATE TO THESE TWO SUBJECTS THAT IS I.E. CHIEF ADMINISTRATIVE OFFICE AND GRAND JURY AUDITS. THERE IS AGREEMENT AS TO THE MANAGEMENT DEFICIENCIES THAT EXIST IN THE OFFICE OF THE CORONER, BOTH AS REPORTED IN THE AUDIT OF THE CHIEF ADMINISTRATIVE OFFICE AND THE AUDIT PREPARED BY THE CONTRACT AUDITOR, PEAT, MARWICK AND MITCHELL, UNDER SUPERVISION OF THE AUDIT COMMITTEE OF THE GRAND JURY. IN FACT, IT IS FAIR TO SAY THAT THESE AUDITS ARE COMPLEMENTARY AND SUPPLEMENTARY TO EACH OTHER IN THE IDENTIFICATION OF DEFICIENCIES.

THE GRAND JURY DID NOT REVIEW, NOR HAVE AN OPPORTUNITY TO REVIEW, ISSUES RELATED TO DR. NOGUCHI'S ABSENCE FROM OFFICE AND/OR ALLEGATIONS REGARDING HIS CONDUCT.

ADDITIONALLY, THE GRAND JURY MADE NO ATTEMPT TO EVALUATE DR. NOGUCHI'S PERFORMANCE AS A MANAGER.

THE AREAS OF EVALUATION OF PERFORMANCE OF A MANAGER CLEARLY REST WITH THE BOARD OF SUPERVISORS AS THE GOVERNING BOARD AND APPOINTMENT AUTHORITY.

THE BOARD OF SUPERVISORS MUST DETERMINE WHETHER OR NOT ANY DEPARTMENT HEAD CAN IMPLEMENT MANAGEMENT IMPROVEMENT CHANGES THAT ARE CALLED FOR AS A RESULT OF INVESTIGATION AND EVALUATION OF A DEPARTMENT.

THE GRAND JURY WAS CONCERNED THAT THE BOARD OF SUPERVISORS APPEARED TO BE ACTING PRIOR TO RECEIPT OF THEIR REPORT.

THE GRAND JURY HAS SINCE LEARNED THAT THE BOARD OF SUPERVISORS HAS ISSUED ONLY A WARNING TO DR. NOGUCHI, CONTEMPLATING FURTHER DISCIPLINARY ACTION, AND THAT THE BOARD OF SUPERVISORS WAS AWAITING HIS ANSWERS TO THE CHARGES. ADDITIONALLY, THE GRAND JURY NOW UNDERSTANDS THAT THE BOARD OF SUPERVISORS KNEW THAT THE GRAND JURY AUDIT REPORT WOULD BE AVAILABLE TO THE BOARD OF SUPERVISORS FOR ITS CONSIDERATION IN ANY FINAL DECISIONS.

THE GRAND JURY IS PLEASED THAT THE BOARD OF SUPERVISORS HAS DELAYED ITS DECISION FOR ACTION IN ORDER TO EVALUATE THE GRAND JURY REPORT. DR. NOGUCHI'S ANSWERS TO HIS WARNING, AND OTHER MATERIAL, ARE STILL BEING PRESENTED TO THE SUPERVISORS FOR FURTHER CONSIDERATION. IT IS THE GRAND JURY'S VIEW THAT THE BOARD OF SUPERVISORS HAS THE PROPER AUTHORITY AND SHOULD EXERCISE THAT AUTHORITY AS IT RELATES TO DR. NOGUCHI'S PERFORMANCE OR ABILITY TO ACCOMPLISH THE CHANGES NEEDED IN THE OFFICE OF THE CHIEF MEDICAL EXAMINER-CORONER.

CHIEF ADMINISTRATIVE OFFICER
COUNTY OF LOS ANGELES

713 HALL OF ADMINISTRATION / LOS ANGELES, CALIFORNIA 90012
974-1101



March 22, 1982

HARRY L. HUFFORD
CHIEF ADMINISTRATIVE OFFICER

MEMBERS OF THE BOARD

PETER F. SCHABARUM
CHAIRMAN

KENNETH HAHN
EDMUND D. EDELMAN

DEANE DANA
MICHAEL D. ANTONOVICH

To: Each Supervisor

From: Harry L. Hufford, CAO *[Handwritten signature]*

Subject: COMPARISON OF THE GRAND JURY CONTRACT AUDITOR AND
CAO MANAGEMENT AUDIT REPORTS OF THE CHIEF MEDICAL
EXAMINER-CORONER

Attached is a summary comparison of the recommendations presented in the CAO management audit report of the Coroner's office, with the Grand Jury's contract audit performed by Peat, Marwick, Mitchell & Co.

The summary illustrates that 23 of the 28 contract auditor recommendations were substantially addressed in the CAO management audit. The five recommendations not addressed in the CAO audit, relating to the Inquest Division and payments for services, by pre-agreement with the CAO were examined exclusively by the contract auditor in order to avoid duplicating efforts.

The contract auditor report concentrated on more specific, procedural areas than the CAO management audit. The contract auditor did not evaluate the individual management performance of the Chief Medical Examiner-Coroner, deal with the extent of the department head's absence from office, or address those activities related to personal conduct.

The Grand Jury's contract auditor agrees that the two audits are complementary and supplementary to each other in the identification of deficiencies.

HLH:CAN
JGZ:amr
Attachment
39:G