



May 15, 2025, Quarterly Board Meeting

Division of Investigation, Health Quality Investigation Unit Update to the Medical Board of California

HQIU currently has 11 investigator vacancies, equaling a 13% vacancy rate. There are 5 candidates in background, 1 of which is in the final psychological and medical portion of the process. In the meantime, HQIU continues to screen new applications for each HQIU office on a 30-day cycle so it can quickly fill the remaining vacancies. In addition, staff are actively participating in recruitment events statewide.

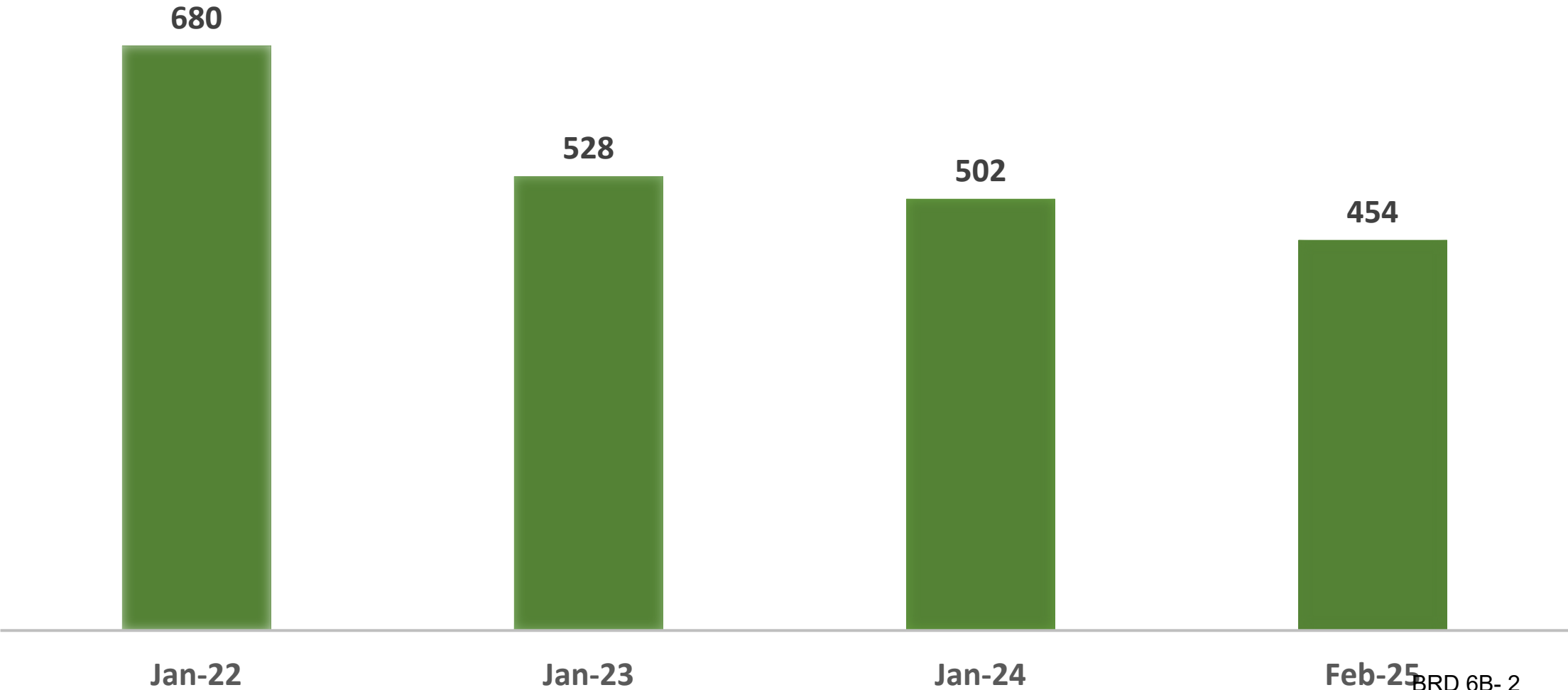
HQIU has 14 new investigators going through the field training program. DOI provides a field training program for new sworn investigators lasting 15 to 20 weeks. Field training covers onboarding, observation of other investigators and assignment to a Field Training Officer (FTO) who trains the new investigator on conducting investigations. Mandatory onboarding trainings include Implicit Bias, Sexual Harassment Prevention, Information Security, and Workplace Violence Prevention.

DOI also provides a multi-week internal training academy to new DOI investigators spanning 3 to 4 weeks. The Mini Academy contains many unique training topics for DOI investigators such as: introductions to investigations, interviewing witnesses, interviewing subjects, administrative subpoenas, sexual misconduct by licensees, prescription drug investigations, medical records, report writing, tactical operation plans and undercover operations, search warrants, undercover wires, impaired licensees, administrative disciplinary process, and other various classes.

HQIU has made good progress on cases over a year old, and on the pending workload as demonstrated in the updated graphs in Board agenda item 6B.

In addition to sharing an automated monthly report with case status updates, HQIU leadership continues to hold weekly meetings with Board staff to discuss cases, answer questions and resolve issues efficiently.

HQIU Investigations Over 365 Days
Jan 2022 - Feb 2025



Pending Investigations
JAN 2022 (1,490) - FEB 2025 (1,189)

