

**Before the Board of Supervisors in and for the
County of Monterey, State of California**

Resolution No.: -----

PPPR Control No. 22-018

- a. Amend the Personnel Policies and Practices Resolution No. 98-394 to revise Section A.9.1.2 Standby to increase standby pay from \$12 per hour to \$18 per hour for per-diem employees in specified classifications in the Diagnostic Imaging Department as indicated in Attachment A; and)
- b. Amend the Personnel Policies and Practices Resolution No. 98-394 to revise Section A.12.7 Extra Shift Pay for Physicians – Natividad to compensate physicians in the Hospitalist specialty for shifts worked in excess of the “Regular Assignment” required by the employment agreement (contract), as indicated in Attachment A.)

WHEREAS, Natividad requested amendments to the Monterey County Personnel Policies and Practices Resolution No. 98-394 (PPPR), to compensate both regular and per-diem employees in specified classifications in the Diagnostic Imaging Department at the same rate of pay for standby duty, and to appropriately compensate physicians in the Hospitalist specialty for shifts worked in excess of the “Regular Assignment” required by the employment agreement (contract); and

WHEREAS, Natividad currently places off duty regular employees in specified classifications in the Diagnostic Imaging Department on standby duty, requiring them to hold themselves available for immediate response when needed, at a pay rate of \$18 per hour, in accordance with the Memorandum of Understanding between SEIU-Local 521 and the County of Monterey for represented employees in Unit H; and

WHEREAS, Natividad also places off duty per-diem employees in the same roles in the Diagnostic Imaging Department on standby duty, requiring them to hold themselves available for immediate response when needed, at a current pay rate of \$12 per hour, in accordance with the Monterey County Personnel Policies and Practices Resolution No. 98-394; and

WHEREAS, Natividad requested that employees in these specified classifications in the Diagnostic Imaging Department be compensated at the same pay rate of \$18 per hour when placed on standby duty; and

WHEREAS, Natividad pays Unit U physicians in specified specialties for extra shifts worked outside of their Regular Assignment as required by their employment agreement (contract) in accordance with Section A.12.7 of the Personnel Policies and Practices Resolution No. 98-394; and

WHEREAS, Natividad is terminating the professional services agreement that is currently in place for Hospitalist services and will need to cover this service in-house beginning September 12, 2022; and

WHEREAS, the Human Resources Department recommends an amendment to the Personnel Policies and Practices Resolution No. 98-394 Section 9.1.2 Standby to compensate both regular and per-diem employees in specified classifications in the Diagnostic Imaging

Department at the same rate of pay for standby duty, and Section A.12.7 Extra Shift Pay for Physicians – Natividad to appropriately compensate physicians in the Hospitalist specialty for shifts worked in excess of the “Regular Assignment” required by the employment agreement (contract) include extra shift pay for the additional medical specialties of Hospitalist and Hospitalist (with ICU), in order to compensate physicians qualified to work as a Hospitalist when assigned extra on-site shifts; and

WHEREAS, the actions require the Personnel Policies and Practices Resolution No. 98-394 to be amended;

NOW, THEREFORE, BE IT RESOLVED by the Board of Supervisors in and for the County of Monterey as follows:

1. The Personnel Policies and Practices Resolution No. 98-394 is amended to revise Section A.9.1.2 Standby as indicated below; and

A.9 SPECIAL PAY PRACTICES

- A.9.1.2 In addition to the above, an Appointing Authority at Natividad may place per-diem off duty employees on standby duty. An employee who is required to hold him/herself available for immediate response to the Hospital (i.e. within 30 minutes) in the below-listed classes shall be compensated for standby pay at the rate of eighteen dollars (\$18) per hour.

Nuclear Medicine Technologist – Per Diem
Radiologic Technologist – Per Diem
Sonographer – Per Diem

Standby duty and compensation shall cease when the employee actually reports for duty. A minimum of one (1) hour of “on duty” pay shall be paid when a per-diem employee in one of the above-listed classifications on standby status is called and reports for duty. No employee shall be paid for standby duty time and other compensable duty time simultaneously.

2. The Personnel Policies and Practices Resolution No. 98-394 is amended to revise Section A.12.7: Extra Shift Pay for Physicians – Natividad, as indicated below.

A.12 SPECIAL BENEFITS – PHYSICIANS

A.12.7 Extra Shift Pay for Physicians - Natividad

In order to meet coverage and patient care needs, Natividad requires a mechanism to compensate Unit U physicians for shifts worked in excess of the employee’s Regular Assignment required by the employment contract. Physicians are exempt employees and do not qualify for overtime. Only physicians who have met the minimum number of shifts in his or her employment contract shall be eligible for Extra Shift Pay.

Physicians assigned to Extra Shifts approved by the Service Director and Chief Medical Officer shall be paid the following:

Extra On-site (or Restricted) Shift, where a physician is required to be physically present with an immediate response time according to Medical Staff Bylaws, shall be paid as follows for the duration of the on-site shift:

Family Medicine with Obstetrics	\$110 per hour
Hospitalist	\$150 per hour
Hospitalist (with ICU)	\$160 per hour
Obstetrics and Gynecology	\$164 per hour
Pediatric Hospitalist	\$97 per hour
Pulmonology Critical Care	\$175 per hour
Trauma Surgery	\$190 per hour

Extra Off-site (or Unrestricted) Call, where the physician takes call away from the hospital with a response time according to Medical Staff Bylaws, shall be paid as follows for the duration of the off-site call shift:

Family Medicine w/o Obstetrics	\$26 per hour
General Surgery	\$50 per hour
Neurosurgery	\$95 per hour

Backup Call, is necessary for services that require immediate response for patient care. If the primary physician on-call is not available, the physician assigned to backup call is called back to the worksite.

Neurosurgery	\$500 per 24-hour shift
Obstetrics and Gynecology	\$500 per 24-hour shift
Trauma Surgery	\$500 per 24-hour shift

Call-back refers to a situation when the physician who is assigned to backup call is required to return to the hospital for patient care needs. Physicians returning to the hospital during backup call shall be paid a minimum of two (2) hours as follows. Hours worked in excess of the minimum shall be paid hour by hour.

Neurosurgery	\$338 per hour
Obstetrics and Gynecology	\$164 per hour
Trauma Surgery	\$190 per hour

PASSED AND ADOPTED on this _____ day of _____, 2022, by the following vote, to wit:

AYES:

NOES:

ABSENT:

I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof Minute Book _____, on

_____.

Dated:

Valerie Ralph, Clerk of the Board of Supervisors,
County of Monterey, State of California.

By _____, Deputy