

A.1.7 Physicians' Salary Rates

The salary for physicians appointed to the classifications listed below shall be established within a broad range subject to the discretion of the Natividad Medical Center Chief Executive Officer.

Colon & Rectal Surgeon

Neurosurgeon

Trauma Surgeon

Urologist

Vascular Surgeon

The Natividad Medical Center Chief Executive Officer may offer a base salary (salary before benefits) up to the 50th percentile of the current salary range for the classification to individuals in the classifications listed above. Or where it is deemed reasonable and necessary, with approval of the Board of Supervisors, the Natividad Medical Center Chief Executive Officer may offer a base salary (salary before benefits) above the 50th percentile.

In determining the appropriateness of placing an employee above the 50th percentile, the following criteria should be considered:

- a) Credit for experience: The person has prior years of applicable and related experience, from which the County will benefit.
- b) Difficulty of recruitment: There is a scarcity of applicants that meet the employment standards.
- c) Reduction in pay: The person would receive a pay cut.
- d) Employment negotiation: The person would not accept the position without the higher base salary.
- e) Employment retention: The ability of the County to retain the employee will be enhanced if a higher base salary is offered.

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Deleted 4/29/08; 08-017
Added 3/21/17; 17-095
Amended; 9/12/23; 23-xxx