

## Attachment A

(Additions are underscored below. Deletions are ~~stricken~~.)

### Monterey County Personnel Policies and Practices Resolution No. 98-394

#### SECTION A.12.7 On Call Pay for Physicians

At Natividad Medical Center, the Chief Medical Officer or designee, after receiving written approval from the Chief Executive Officer, may ask an unrepresented physician (physicians in the “X” and “U” bargaining units) within the following specialties: Pediatrician, OB/GYN, Surgery, and Internal Medicine to voluntarily take a day (weekday or weekend day) of call.

On-Call duty refers to a situation where a physician holds him or herself available either on or off campus, depending on the specialty, for immediate response as directed by the Chief Medical Officer. Should the physician on call not respond, the physician will not be paid On-Call for that day. If a physician does not respond to a pre-arranged On-Call assignment, the physician will be subject to those procedures set forth in the NMC Medical Staff By-Laws.

a. Physicians placed on call shall be paid the following:

Pediatrics	<del>\$400</del> <u>\$800 per a-day (24-hour shift)</u>
Surgery	\$1,200 per day (24-hour shift)
Internal Medicine	<del>\$600 a day</del> <u>\$1,440 per shift (12-hour shift; in-house call - physician must remain on campus)</u>
OB/GYN	<del>\$120</del> <u>\$1,620 per hour shift (12-hour shift; in-house call - physician must remain on campus)</u>
OB/GYN Back Up Call	<u>Any OB/GYN physician that is assigned backup call and directed to return to her/his work assignment after physical departure from the worksite shall, upon returning to the worksite, receive a minimum number of hours at the rate of pay as indicated below. “Call backs” within the same minimum hour window will be counted and paid as the same number of minimum hours. Only hours worked in excess of the minimum number of hours indicated below will be recorded as additional hours worked and paid at the hourly in-house payment amount.</u>  2-hour in-house payment ( <u>\$135/hr</u> ) for one 15-hour backup call shift (Weekday call) 4-hour in-house payment ( <u>\$135/hr</u> ) for one 24-hour backup call shift (Saturday, Sunday, Holiday)
Cardiologist	<del>\$600 a day</del>