



County of Monterey

Item No.

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: RES 25-078

June 03, 2025

Introduced: 5/14/2025

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Resolution

Adopt a Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to modify Section A.12.7 Extra Shift Pay for Unit U Physicians; and
- b. Direct the Human Resources Department and Auditor-Controller's Office to implement the changes.

RECOMMENDATION:

It is recommended the Board of Supervisors consider adopting a Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to modify Section A.12.7 Extra Shift Pay for Unit U Physicians; and
- b. Direct the Human Resources Department and Auditor-Controller's Office to implement the changes.

SUMMARY/DISCUSSION:

The Human Resources Department recommends that the Board of Supervisors consider approving the amendment to the Personnel Policies and Practices Resolution (PPPR) No. 98-394 as indicated in Attachments A and B.

To ensure adequate physician coverage and maintain the highest standard of patient care, operations may require scheduling employed physicians for additional shifts. In certain instances, Unit U Physicians employed by the Health Department may be required to volunteer for extra shifts at either their primary worksite or Natividad.

As exempt employees, Unit U Physicians are ineligible for overtime compensation. However, PPPR Section A.12.7 addresses Extra Shift Pay for Unit U Physicians, providing additional compensation for those who exceed the contractual hours defined in their employment agreements.

Notably, this provision was amended on November 12, 2024, to extend Extra Shift Pay eligibility to Health Department Unit U Physicians working extra shifts at Natividad. The amendment aimed to mitigate staffing shortages by broadening the pool of eligible physicians, thereby enhancing patient care and operational efficiency. While this change successfully improved physician availability at Natividad, it did not address the increasing need for physician coverage at Health Department worksites, where rising demand for medical services continues to result in coverage gaps that impact service delivery.

In the mutual interest of strengthening physician staffing across County healthcare facilities, the Human

Resources Department, in collaboration with Natividad and the Health Department, recommends expanding the provision to include Unit U Physicians working extra shifts at Health Department worksites and creating a new assignment category related to the Enhanced Care Management Program. The proposed amendment seeks to ensure consistency and equity in the application of Extra Shift Pay by providing equitable compensation to all Unit U Physicians who take on additional shifts, regardless of location.

Expanding this provision will support staffing flexibility, enhance patient care delivery, and help recruit and retain highly qualified medical professionals. Moreover, this change aligns with the Human Resources Department's overarching goal of positioning the County of Monterey as the employer of choice.

For the reasons listed above, the Human Resources Department recommends that the Board approve the proposed amendments to the Personnel Policies and Practice Resolution (PPPR) as indicated in Attachments A and B.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department has conferred with the County Administrative Office, County Counsel, Natividad, and Health Department. In addition, the Union of American Physicians and Dentist (UAPD) has been notified of the recommendations.

FINANCING:

Any costs associated with these recommended actions will be absorbed within the departments' budget.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The recommended actions address the Board of Supervisors' Administration Strategic Initiative and demonstrate the County's commitment to meeting the Board's initiatives by attracting, recruiting, and retaining a diverse, talented workforce that supports the mission of the County of Monterey.

Economic Development
X Administration
Health & Human Services
Infrastructure
Public Safety

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Attachments:

Attachment A - PPPR Amendment Redline

Attachment B - PPPR Amendment Clean
Resolution