

***Before the Board of Supervisors
County of Monterey, State of California***

Resolution No.: 25-183

PPPR Control No. 25-007

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

WHEREAS, the Human Resources Department recommends amending Personnel Policies and Practices Resolution No.98.394 Section A.12.7 Extra Shift Pay for Physicians – Natividad to expand the provision to include Unit U Physicians working extra shifts at Health Department worksites, and to create a new assignment category related to the Enhanced Care Management Program.

NOW, THEREFORE, BE IT RESOLVED, by the Board of Supervisors in and for the County of Monterey, that Section A.12.7 Extra Shift Pay for Physicians – Natividad of the Personnel Policies and Practices Resolution No.98-394 is amended as follows:

A.12.7 Extra Shift Pay for Unit U Physicians

In order to meet coverage and patient care needs, Natividad and the Health Department require a mechanism to compensate Unit U physicians for shifts worked in excess of the employee’s Regular Assignment required by the employment contract. Unit U physicians are exempt employees and do not qualify for overtime. Only physician employees at Natividad or the Health Department who have met the minimum number of shifts in his or her employment contract shall be eligible for Extra Shift Pay as indicated below based on the worksite they perform the extra shift.

Natividad Worksites Extra Shift Pay

Unit U Physician employees who are assigned to work Extra Shifts at Natividad, as approved by the Hospital Service Director and Hospital 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:

Natividad and Health Department

Hospitalist	\$165 per hour
Hospitalist (with ICU)	\$175 per hour

Natividad Only

Family Medicine	\$150 per hour
Neurology	\$166 per hour
Obstetrics and Gynecology	\$196 per hour
Pediatric Hospitalist	\$126 per hour
Physiatry	\$164 per hour

Pulmonology Critical Care	\$215 per hour
Trauma Surgery	\$215 per hour

Health Department Worksites Extra Shift Pay

Unit U Physician employees who are assigned to work Extra Shifts at the Health Department Clinics, as approved by the Health Director or their designee, shall be paid the following:

Health Department Clinics	\$131 per hour
---------------------------	----------------

Extra Off-Site Call - Natividad

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:

Natividad Only

Family Medicine	\$18 per hour
General Surgery	\$50 per hour
Neurosurgery	\$51 per hour
Urology	\$36 per hour
Vascular Surgery	\$37 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.

Natividad Only

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.

Natividad Only

Neurosurgery	\$379 per hour
Obstetrics and Gynecology	\$196 per hour
Trauma Surgery	\$215 per hour

Enhanced Care Management (ECM) Stipend, physicians who provide care to eligible members of ECM will receive additional pay as indicated below:

Natividad Only

1-20 patient encounters	\$500 per month
More than 20 patient encounters	\$1,000 per month

BE IT FURTHER RESOLVED, that the Board of Supervisors in and for the County of Monterey hereby directs the Human Resources Department and Auditor Controller's Office to implement the actions.

PASSED AND ADOPTED on this 3rd day of June 2025, by roll call vote:

AYES: Supervisors Alejo, Church, Lopez, Askew, and Daniels

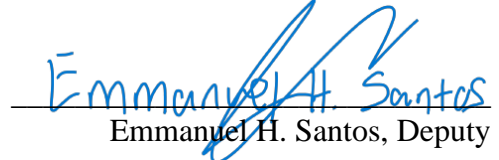
NOES: None

ABSENT: None

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 of Minute Book 82 for the meeting on June 3, 2025.

Dated: June 5, 2025
File ID: RES 25-078
Agenda Item No. 42

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


Emmanuel H. Santos, Deputy