



County of Monterey

Item No.

Board Report

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

Legistar File Number: RES 24-176

November 12, 2024

Introduced: 10/10/2024

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 Physicians - Natividad; 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 Physicians - Natividad; and
- b. Direct the Human Resources Department and Auditor-Controller's Office to implement the changes.

SUMMARY/DISCUSSION:

The Human Resources Department recommends 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.

Hospital operations may require scheduling employed physicians for additional shifts to ensure adequate coverage and immediate response to patient care needs. At times, this may call for physicians employed by the Health Department to volunteer for extra shifts at Natividad.

Unit U Physicians are classified as exempt employees and are therefore ineligible for overtime compensation. PPPR Section A.12.7 addresses Extra Shift Pay for Physicians at Natividad, providing additional compensation for Unit U Physicians who work beyond the hours specified in their employment contract. However, this provision exclusively pertains to Unit U Physicians at Natividad and does not extend to other Unit U Physicians employed by the County of Monterey.

In the mutual interest of recruiting and retaining highly qualified individuals, the Human Resources Department has worked in conjunction with Natividad and the Health Department to recommend expanding the provision to include Health Department Unit U Physicians.

The proposed amendments seek to ensure equitable application of the Extra Shift Pay by providing equitable compensation for physicians who are working extra shifts. This 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

Prepared By: Robert Uribe, Management Analyst, x5202

Approved By: Andreas Pyper, Director of Human Resources, x5043

DocuSigned by:
Andreas Pyper
A63AF9DEE9544A7...

Attachments:

Attachment A - PPPR Amendment Redline

Attachment B - PPPR Amendment Clean

Resolution