

**Before the Board of Supervisors in and for the
County of Monterey, State of California**

Resolution No.:

PPPR Control No. 20-007

HRM Control No. 20-004

Adopt Resolution to:

Amend the Personnel Policies and Practices Resolution No. 98-394 to revise Section A.12.7: On Call Pay for Physicians, and delete Section A.12.6: Family Practitioner Premium Pay, as indicated in Attachment A.

WHEREAS Natividad Medical Center (NMC) currently pays physicians in specific specialties for extra shifts worked outside of their Regular Assignment as required by their employment agreement (contract) in accordance with Section A.12.7 of the Personnel Policies and Practices Resolution No. 98-394 (PPPR); and

WHEREAS, NMC recommends an amendment to the PPPR language to include all medical specialties where physicians are assigned on-site, off-site and backup call shifts; and

WHEREAS, NMC recommends standardizing the method in which physicians are paid for extra on-site, off-site and backup call shifts; and

WHEREAS, NMC recommends deleting Section A.12.6: Family Practitioner Premium Pay, as the special pay is no longer in use and the language is obsolete; and

WHEREAS, this action requires the Personnel Policies and Practices Resolution No. 98-394 Section A.12.7 to be amended; NOW, THEREFORE,

BE IT RESOLVED by the Board of Supervisors in and for the County of Monterey as follows:

1. Personnel Policies and Practices Resolution No. 98-394 Section A.12.7: On Call Pay for Physicians, is Amended as Indicated Below:

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

A.12.7 Extra Shift Pay for Physicians - Natividad Medical Center

In order to meet coverage and patient care needs, Natividad requires a mechanism to compensate Unit U physicians for shifts worked in excess of the employee's Regular Assignment required by the employment contract. Physicians are exempt employees and do not qualify for overtime. Only physicians who have met the minimum number of shifts in his or her employment contract shall be eligible for Extra Shift Pay.

Physicians assigned to Extra Shifts approved by the Service Director and Chief Medical Officer shall be paid the following:

Extra On-site (or Restricted) Call, 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 call shift:

Family Medicine with Obstetrics	\$110 per hour
Obstetrics and Gynecology	\$164 per hour

Pediatric Hospitalist	\$97 per hour
Pulmonology Critical Care	\$175 per hour
Trauma Surgery	\$190 per hour

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:

Family Medicine w/o OB	\$26 per hour
General Surgery	\$50 per hour
Neurosurgery	\$95 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.

Neurosurgery	\$500 per 24-hour shift
OBGYN	\$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.

Neurosurgery	\$338 per hour
Obstetrics and Gynecology	\$164 per hour
Trauma Surgery	\$190 per hour

*Added 01/23/2007; 07-003
Amended 11/06/2007; 07-032
Amended 08/28/2012
Amended 01/13/15; 14-013
Amended 06/23/2020*

Health Department

At the Health Department, the Clinic Services Medical Director or designee, may place unrepresented physicians (physicians in the “X” and “U” units) on call as required by operational necessity. 58 On-Call duty refers to a situation where a physician hold him or herself available to answer telephone calls and do the necessary clinical follow up to manage the needs of the patient. Should the physician on call not respond, the physician will not be paid On Call Pay for that day and may be subject to sanction.

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

Weekday 5:00 p.m. to 8:00 a.m. Monday, Tuesday Wednesday or Thursday night \$215
Weekend day 5:00 p.m. Friday – midnight Saturday or 12:01 a.m. Sunday – 8:00 a.m. Monday \$355
Holiday 8:00 a.m. – 8:00 a.m. \$355

Added 7/30/13; 13-282

*Added 01/23/2007; 07-003
Amended 11/06/2007; 07-032
Amended 08/28/2012
Amended 01/13/15; 14-013*

2. Personnel Policies and Practices Resolution No. 98-394 Section A.12.6: Family Practitioner Premium Pay is deleted.

PASSED AND ADOPTED on this ____ day of _____, 2020, by the following vote, to-wit:

AYES:

NOES:

ABSENT:

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____ for the meeting on _____.

Dated:

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

By _____
, Deputy