



physicians to \$1,620 per 12-hour on call shift (based on market rate of \$135/hour). The data source for the recommended rates listed above is the 2011 median hourly rate per the Medical Group Management Association (MGMA), which historically has been used by NMC to determine compensation for physicians. The Monterey County Auditor-Controller's Office recommended that these on call shifts be paid in lump sum payments, so the proposed new PPPR language reflects the total payment for on call shifts for all physician specialties on a per shift basis, rather than per hour.

In addition, the payment method for OB/GYN Back Up Call is further defined in this recommendation for clarification purposes. If an OB/GYN physician is scheduled as a "back up" s/he is not required to remain on campus, nor is s/he paid for hours while scheduled on call. A minimum two (2) or four (4) hour "call back" payment (as indicated in Attachment A) will be due only upon arrival to the hospital after being called in, and multiple calls within the same two (2) or four (4) hour period will be counted as the same minimum. Only time spent beyond the minimum will be recorded as additional hours worked and paid at the rate of pay indicated in the PPPR (see Attachment A for full language).

The on call pay for physicians in the Cardiology specialty is no longer utilized and NMC recommends that it be deleted.

Approval of this recommendation will allow NMC to recruit, motivate, and retain qualified physicians in each of these specialties to provide immediate response to patient care needs during on call assignments.

#### OTHER AGENCY INVOLVEMENT:

The Monterey County Auditor-Controller's Office reviewed this recommendation and provided input on method of payment, which NMC considered and included in the proposed new PPPR language. In addition, under advisement of the Auditor-Controller's Office, the effective date of this action will be November 17, 2012 to allow time for staff to complete the required modifications to the current system.

#### FINANCING:

All costs associated with this action were included in the NMC Budget for FY 2012-2013 and will not require any additional General Fund subsidy. In addition, the approval of this action will allow NMC to use employed physicians to cover more on call shifts, resulting in less use of locum physicians. The hourly rates for locum physicians are substantially higher (\$95-\$115 per hour more than the increases proposed in this recommendation, depending on specialty), and decreased use of locum physicians will result in a cost savings to NMC.

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Attachments: Attachment A - Proposed Changes to PPPR Section A.12.7 - On Call pay for Physicians