



County of Monterey

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

Board Report

File #: RES 22-103, **Version:** 1

Adopt Resolution to:

- a. Amend the Personnel Policies and Practices Resolution No. 98-394 to revise Section A.9.1.2 Standby to increase standby pay from \$12 per hour to \$18 per hour for per-diem employees in specified classifications in the Diagnostic Imaging Department as indicated in Attachment A; and
- b. Amend the Personnel Policies and Practices Resolution No. 98-394 to revise Section A.12.7 Extra Shift Pay for Physicians - Natividad to compensate physicians in the Hospitalist specialty for shifts worked in excess of the "Regular Assignment" required by the employment agreement (contract), as indicated in Attachment A.

RECOMMENDATION:

It is recommended that the Board of Supervisors take the following actions:

Adopt Resolution to:

- a. Amend the Personnel Policies and Practices Resolution No. 98-394 to revise Section A.9.1.2 Standby to increase standby pay from \$12 per hour to \$18 per hour for per-diem employees in specified classifications in the Diagnostic Imaging Department as indicated in Attachment A; and
- b. Amend the Personnel Policies and Practices Resolution No. 98-394 to revise Section A.12.7 Extra Shift Pay for Physicians - Natividad to compensate physicians in the Hospitalist specialty for shifts worked in excess of the "Regular Assignment" required by the employment agreement (contract), as indicated in Attachment A.

SUMMARY/DISCUSSION:

Natividad requested amendments to the Monterey County Personnel Policies and Practices Resolution No. 98-394 (PPPR), as indicated in Attachment A, to compensate both regular and per-diem employees in specified classifications in the Diagnostic Imaging Department at the same rate of pay for standby duty, and to appropriately compensate physicians in the Hospitalist specialty for shifts worked in excess of the "Regular Assignment" required by the employment agreement (contract).

Standby

Natividad Medical Center places off duty regular employees in the specified classifications of Nuclear Medicine Technologist, Radiologic Technologist, and Sonographer in the Diagnostic Imaging Department on standby duty. Standby duty requires an employee to hold themselves available for immediate response when needed. Regular employees in these roles are paid \$18 per hour for standby duty in accordance with the Memorandum of Understanding between SEIU-Local 521 and the County of Monterey for represented employees in Unit H. However, there other classifications that are unrepresented (off duty per-diem employees in the same roles in the Diagnostic Imaging Department on standby duty) who follow the PPPR, and their current pay rate is \$12 per hour. The Human Resources Department is recommending an amendment to the PPPR in order for all employees in these specified roles in the Diagnostic Imaging Department to be compensated at the same pay rate of \$18 per hour when placed on standby duty.

Extra Shift Pay for Physicians

Natividad operations may require that employed physicians be scheduled for extra shifts, when necessary, in

order to meet coverage needs and ensure immediate response to patient care. Physicians in Unit U at Natividad that are scheduled for extra shifts beyond what is listed in their contract are currently paid Extra Shift Pay as indicated in the PPPR, Section A.12.7. The method and amount of such payment is dependent upon the physician's specialty and based on a third-party Fair Market Value (FMV) analysis that Natividad has consistently used to determine salary for Unit U physicians.

Natividad has terminated the professional services agreement currently in place for Hospitalist services per notice given in April 2022, and Natividad will need to cover this service in-house beginning September 12, 2022. At this time, Natividad has the authority to pay Unit U physicians for working extra shifts beyond their regular assignment as stated in their contract in specialties as listed in the PPPR. In order for Natividad to schedule and compensate Hospitalists for extra shifts, the Human Resources Department recommends this specialty be added to A.12.7 Extra Shift Pay for Physicians - Natividad PPPR language. Natividad requested adding an hourly rate for extra shifts for Hospitalist physicians (with or without ICU), as determined by Fair Market Value, in an effort to recruit and retain physicians in this specialty, and to remain competitive in compensation practices with other area health care facilities.

As stated above, the Human Resources Department recommends that the Board of Supervisors approve the amendments to the PPPR, as indicated in Attachment A, to compensate both regular and per-diem employees in specified classifications in the Diagnostic Imaging Department at the same rate of pay for standby duty, and to appropriately compensate physicians in the Hospitalist specialty for shifts worked in excess of the "Regular Assignment" required by the employment agreement (contract).

OTHER AGENCY INVOLVEMENT:

The Human Resources Department has consulted with Natividad and the Office of County Counsel in the development of the recommended PPPR language.

FINANCING:

The increased cost of the above actions will be absorbed and offset by savings acquired through decreased use of locums tenens physicians to cover extra Hospitalist shifts. All costs associated with this action are included in the NMC FY 2021-2022 Budget. This action has no impact on the General Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The recommended action addresses the Board of Supervisors' Administration and Health and Human Services Strategic Initiatives by demonstrating the County's commitment to meeting the Board's initiatives by attracting, recruiting, and retaining a diverse, talented work force that supports the mission of Monterey County and to improve health by providing consistent, high-quality patient care and access to equitable healthcare services for all patients in the community.

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

Prepared by: Carrie L. Ramirez, Supervising Personnel Analyst, (831) 783-2706
Wendell Sells, Management Analyst III, (831) 796-6066

Approved by: Irma Ramirez-Bough, Director of Human Resources, (831) 755-5043

Attachments: Attachment A
Resolution