



County of Monterey

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

Board Report

File #: RES 20-104, **Version:** 2

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 the attached resolution.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

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 the attached resolution.

SUMMARY:

Natividad Medical Center recommends an amendment to the Monterey County Personnel Policies and Practices Resolution No. 98-394 (PPPR), Section A.12.7: On Call Pay for Physicians, as indicated in Attachment A to appropriately compensate physicians for shifts worked in excess of the “Regular Assignment” required by the employment agreement (contract). In addition, Natividad recommends deleting Section A.12.6: Family Practitioner Premium Pay, as it is obsolete and no longer in use.

DISCUSSION:

Hospital operations require that physicians be scheduled for call shifts in order to meet coverage and ensure immediate response to patient care needs. Physicians in the U Unit at NMC that are scheduled for additional call shifts beyond what is listed in their employment agreement are currently paid On Call Pay as indicated in the Monterey County Personnel Policies and Practices Resolution No. 98-394 (PPPR), Section A.12.7. When a physician is scheduled a “Call Shift” s/he is required to hold his/herself available either on- or off-site for immediate response. 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 U Unit physicians. “On-site,” or restricted call, is defined as a shift in which the physician is required to be physically present at the hospital with an immediate response time. “Off-site,” or unrestricted call, is defined as a shift in which the physician takes call away from the hospital with a specified response time according to Medical Staff Bylaws. “Backup” call is necessary for services that require immediate response for patient care, and is defined as a shift in which a physician is paid a flat amount to remain available to be called back to the hospital at anytime during the shift if the primary physician is not available (e.g., responded to a previous call and providing patient care).

Natividad recommends an amendment to the Monterey County Personnel Policies and Practices Resolution No. 98-394 (PPPR), Section A.12.7: On Call Pay for Physicians, as indicated on Attachment A, in order to clearly define what qualifies for extra shift pay, and appropriately compensate physicians for extra call shifts worked in excess of the “Regular Assignment” required by the employment agreement (contract). In addition, this recommended amendment standardizes the method in which physicians are paid for extra on-site, off-site, and backup call shifts, as well as call back, and includes additional specialties in order to meet coverage and patient care needs in various service lines throughout the hospital.

In addition, Natividad recommends deleting Section A.12.6: Family Practitioner Premium Pay, as the special pay is no longer in use and the language is obsolete. Family Medicine Physicians who enter into a standard employment agreement are hired into the U Unit classification of Contract Physician, for which annual salary is determined based on a third party Fair Market Value (FMV) analysis and includes compensation for Family Medicine Physicians qualified to provide OB services.

Approval of this recommendation will allow NMC to remain competitive and continue to recruit, retain and appropriately compensate highly qualified employed physicians in each of these specialties to provide critical services and immediate response to patient care needs.

OTHER AGENCY INVOLVEMENT:

The recommendations mentioned above were reviewed the Monterey County Human Resources Department and County Counsel.

FINANCING:

The increased costs of the above actions have no impact on the NMC Budget for FY 2020-2021, as they are offset by savings that will be acquired through decreased use of locums tenens physicians to cover these extra call shifts. All costs associated with this action are included in the NMC Budget for FY 2020-2021.

This action has no impact on the General Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

NMC must remain competitive in order to recruit, retain and appropriately compensate highly qualified employed physicians in each of these specialties to provide critical services and immediate response to patient care needs.

Mark a check to the related Board of Supervisors Strategic Initiatives

☐ Economic Development
☐ Administration
☒ Health & Human Services
☐ Infrastructure
☐ Public Safety

Prepared by: Janine Bouyea, NMC Human Resources Administrator (831) 783-2701

Approved by: Gary R. Gray, D.O., Hospital Chief Executive Officer4 (831) 783-2553

Attachments:

Attachment A

Resolution