

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

Resolution No.: PPPR Control No. 23-050 )  
HRM Control No. 23-044 )  
Adopt Resolution to: )  
a. Amend the Personnel Policies and Practices Resolution No. 98-394 to revise Section )  
A.12.7: On Call Pay for Physicians, as indicated in Attachment A; and )  
b. Direct the Human Resources Department and Auditor-Controller Office to implement )  
the changes in the Advantage Human Resources Management (HRM) system. )

WHEREAS, Natividad Medical Center (NMC) requires a mechanism to compensate Unit U physicians for shifts worked in excess of the employee's Regular Assignment required by the employment agreement (contract), in order to meet coverage and patient care needs; and

WHEREAS, NMC currently pays physicians in specific specialties for extra shifts worked outside of their Regular Assignment as required by their 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 extra shift pay for additional medical specialties and to update pay rates, in order to appropriately compensate physicians qualified to cover the service when assigned extra on-site shifts; 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:

**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) Shift, 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 shift:

Family Medicine	\$150 per hour
Hospitalist	\$165 per hour
Hospitalist (with ICU)	\$175 per hour
Neurology	\$166 per hour
Obstetrics and Gynecology	\$196 per hour

Pediatric Hospitalist	\$126 per hour
Physiatry	\$164 per hour
Pulmonology Critical Care	\$215 per hour
Trauma Surgery	\$215 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 Obstetrics	\$18 per hour
General Surgery	\$50 per hour
Neurosurgery	\$51 per hour
Urology	\$36 per hour
Vascular Surgery	\$37 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
Obstetrics and Gynecology	\$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	\$379 per hour
Obstetrics and Gynecology	\$196 per hour
Trauma Surgery	\$215 per hour

2. The Human Resources Department and Auditor-Controller Office is directed to implement the changes in the Advantage Human Resources Management (HRM) system.

PASSED AND ADOPTED on this \_\_\_\_ day of \_\_\_\_\_, 2023, 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