

## ATTACHMENT B

### 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	\$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

*Added 1/23/07; 07-003  
Amended 11/6/07; 07-032  
Amended 7/30/13; 13-282  
Amended 6/23/20; 20-104  
Amended 5/24/22; 22-183  
Amended 11/28/23;23-xxx*