



County of Monterey

Item No.

Board Report

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

Legistar File Number: RES 23-192

November 28, 2023

Introduced: 10/11/2023

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Resolution

Adopt Resolution to:

- a) Amend the Personnel Policies and Practices Resolution No. 98-394 to revise Section A.12.7: Extra Shift Pay for Physicians - Natividad Medical Center, as indicated in Attachment A;
- b) Direct the Human Resources Department and Auditor-Controller Office to implement the changes in the Advantage Human Resources Management (HRM) system.

..Report

RECOMMENDATION:

It is recommended that the Board of Supervisors adopting a Resolution to:

- a) Amend the Personnel Policies and Practices Resolution No. 98-394 to revise Section A.12.7: Extra Shift Pay for Physicians - Natividad Medical Center, as indicated in Attachment A.
- b) Direct the Human Resources Department and Auditor-Controller Office to implement the changes in the Advantage Human Resources Management (HRM) system.

SUMMARY:

Natividad Medical Center (NMC) recommends an amendment to the Monterey County Personnel Policies and Practices Resolution No. 98-394 (PPPR), as indicated in Attachment A, to appropriately compensate physicians in various specialties for shifts worked in excess of the "Regular Assignment" required by the employment agreement (contract).

DISCUSSION:

Hospital 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 NMC that are scheduled for extra shifts beyond what is listed in their employment agreement (contract) are currently paid Extra Shift Pay as indicated in the Monterey County Personnel Policies and Practices Resolution No. 98-394 (PPPR), Section A.12.7 Extra Shift Pay for Physicians - Natividad Medical Center. 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 NMC has consistently used to determine salaries for U Unit physicians.

At this time, NMC 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 NMC to schedule and compensate physicians in the additional specialties of Neurology, Physiatry, Urology, and Vascular Surgery for extra shifts, these specialties must be added to the PPPR language. NMC

recommends adding an hourly rate for extra shifts for physicians in these specialties, as well as updating rates for other specialties included in this section, as determined by Fair Market Value, in an effort to recruit and retain employed physicians, and to remain competitive in compensation practices with other area health care facilities.

OTHER AGENCY INVOLVEMENT:

The recommendations above were reviewed and approved by the County of Monterey Human Resources Department and the Office of County Counsel.

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 shifts. All costs associated with this action are included in the NMC FY 2023-2024 Budget.

This action has no impact on the General Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

- Economic Development
- Administration
- Health & Human Services: Improve health and provide consistent, high-quality patient care and access to equitable healthcare services for all patients in the community.
- Infrastructure
- Public Safety

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Attachments:
Attachment A - PPPR Amendments Redline Version
Attachment B - PPPR Amendments Clean Version
Resolution

Charles R. Harris
Charles R. Harris, M.D., Chief Executive Officer

11/17/23
Date