

A.12.7 Extra Shift Pay for Unit U Physicians

In order to meet coverage and patient care needs, Natividad and the Health Department require a mechanism to compensate Unit U physicians for shifts worked in excess of the employee's Regular Assignment required by the employment contract. Unit U physicians are exempt employees and do not qualify for overtime. Only physician employees at Natividad or the Health Department who have met the minimum number of shifts in his or her employment contract shall be eligible for Extra Shift Pay as indicated below based on the worksite they perform the extra shift.

Natividad Worksites Extra Shift Pay

Unit U Physician employees who are assigned to work Extra Shifts at Natividad, as approved by the Hospital Service Director and Hospital 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:

Natividad and Health Department

Hospitalist	\$165 per hour
Hospitalist (with ICU)	\$175 per hour

Natividad Only

Family Medicine	\$150 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

Health Department Worksites Extra Shift Pay

Unit U Physician employees who are assigned to work Extra Shifts at the Health Department Clinics, as approved by the Health Director or their designee, shall be paid the following:

Health Department Clinics	\$131 per hour
---------------------------	----------------

Extra Off-Site Call - Natividad

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:

Natividad Only

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.

Natividad Only

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.

Natividad Only

Neurosurgery	\$379 per hour
Obstetrics and Gynecology	\$196 per hour
Trauma Surgery	\$215 per hour

Enhanced Care Management (ECM) Stipend, physicians who provide care to eligible members of ECM will receive additional pay as indicated below:

Natividad Only

1-20 patient encounters	\$500 per month
More than 20 patient encounters	\$1,000 per month

*Added 01/23/2007; 07-003
 Amended 11/06/2007; 07-032
 Amended 08/28/2012
 Amended 01/13/15; 14-013
 Amended 06/23/2020
 Amended 05/24/2022
 Amended 11/28/2023
 Amended 11/12/24; RES 23-480
 Amended 06/03/2025; RES 25-078*