

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

Resolution No.: 24-176

PPPR Control No. 24-036

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to modify Section A.12.7 Extra Shift Pay for Physicians – Natividad; and
- b. Direct the Human Resources Department and Auditor-Controller’s Office to implement the changes.

**WHEREAS**, the Human Resources Department recommends amending Personnel Policies and Practices Resolution No.98.394 Section A.12.7 Extra Shift Pay for Physicians – Natividad to expand the provision to include Health Department Unit U Physicians.

**NOW, THEREFORE, BE IT RESOLVED**, by the Board of Supervisors in and for the County of Monterey, that Section A.12.7 Extra Shift Pay for Physicians – Natividad of the Personnel Policies and Practices Resolution No.98-394 is amended as follows:

*A.12.7 Extra Shift Pay for Unit U Physicians*

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. 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.

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

**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

**BE IT FURTHER RESOLVED**, that the Board of Supervisors in and for the County of Monterey hereby directs the Human Resources Department and Auditor Controller’s Office to implement the actions.

**PASSED AND ADOPTED** on this \_\_\_\_\_ day of \_\_\_\_\_, 2024, by the following vote, to wit:

**AYES:**

**NOES:**

**ABSENT:**

I, Valeria 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 \_\_\_\_\_, 2024.  
Dated:

Valeria Ralph, Clerk of the Board of Supervisors  
County of Monterey, State of California.

By \_\_\_\_\_  
Deputy