

**THE BOARD OF SUPERVISORS OF CONTRA COSTA COUNTY, CALIFORNIA**  
**and for Special Districts, Agencies and Authorities Governed by the Board**

Adopted this Resolution on 02/26/2013 by the following vote:

AYES: ☐  
NOES: ☐  
ABSENT: ☐  
ABSTAIN: ☐  
RECUSE: ☐



**Resolution No. 2013/113**

**In the Matter of:** Compensation for Temporary Exempt Medical Staff Physicians employed to work in Contra Costa County's Health Services Department.

The Contra Costa County Board of Supervisors acting solely in its capacity as the governing board of the County of Contra Costa, **Now, Therefore, Resolves to:**

**ADOPT** Resolution No. 2013/113 to authorize Contra Costa County's Health Services Department to pay Temporary Exempt Medical Staff Physicians the following forms of compensation:

1. Emergency Room Pay. A temporary physician working in the Emergency Room will be paid the following differentials in addition to his/her regular base pay:

Monday - Thursday 7:00am- 11:00pm \$14 per hour      Friday 7:00am- 7:00pm \$14 per hour  
Monday - Thursday 11:00pm- 7:00am \$42 per hour  
Fri., Sat., Sun. 7:00pm- 7:00am \$56 per hour  
Saturday, Sunday 7:00am- 7:00pm \$28 per hour

Holidays worked in the Emergency Room will be paid an additional \$28 per hour between 7:00am and 7:00pm and \$56 per hour between 7:00pm and 7:00am.

2. Weekend Rounds Differential (D20). A temporary physician is eligible for this differential when the physician works unscheduled rounds at the hospital between the hours of 11:00pm on Friday and 11:00pm on Sunday.

This differential is paid at the rate of 1.0 times his/her base rate of pay (not including differentials) plus \$42 per hour, with a minimum pay of three (3) hours. However, only a single three (3) hour minimum will be allowed for each 24 hour period.

3. Holiday Rounds Differential (D23). A temporary physician is eligible for this differential when the physician works unscheduled rounds at the hospital on a holiday observed by the County.

This differential is paid at the rate of 1.0 times his/her base rate of pay (not including differentials) plus \$42 per hour, with a minimum pay of three (3) hours. However, only a single three (3) hour minimum will be allowed for each 24 hour period.

4. Physician On-Call OBGYN In-House Differential (D39). A temporary physician assigned to the In-House OB GYN is eligible to receive the Physician On-Call OBGYN In-House Differential under any one of the following conditions:

- a. Between 5:00pm and 6:30am Monday through Friday;
- b. Between 5:00pm on Friday and 6:30am on Monday; or
- c. On a holiday observed by the County.

This differential is paid at the rate of 1.0 times his/her base rate of pay (not including differentials) plus \$10 per hour.

5. Physician Fall Back Differential (D98). A temporary physician is eligible for this differential when the physician works an

extended-hours clinic in the Patients Choice Program.

This differential is paid at the rate of 1.0 times his/her base rate of pay (not including differentials) plus \$42 per hour.

6. Call Back Differential (N51). A temporary physician is eligible for this differential when the physician is called back to work and the physician returns to work.

This differential is paid at the rate of 1.0 times his/her base rate of pay (not including differentials) plus \$42 per hour, with a minimum of three (3) hours of pay for each call back.

7. On Call at 1.0 (1:4) Differential (N54). A temporary physician is eligible for this differential when the physician is assigned additional on-call obligations for Anesthesia, Orthopedics, Surgery, Medicine, Pediatrics, OB Joint Venture Health Plan or Advice first call, and other comparable on-call duties as assigned by the appointing authority or his/her designee.

This differential is paid at the rate of 1.0 times his/her base rate of pay (not including differentials) for each four (4) hours of call (1:4) for Anesthesia, Orthopedics, Surgery, Medicine, Pediatrics, OB Joint Venture Health Plan or Advice first call, and other comparable on-call duties as assigned by the appointing authority or his/her designee. This differential pay ends in the event that the physician is called back and the physician returns to the hospital.

8. On Call at 1.0 (1:8) Differential (N58). A temporary physician is eligible for this differential when the physician is assigned additional on-call obligations for Pathology, GI, Ophthalmology, Health Officer, Plastic Surgery, Hand Surgery, Detention Medical, Psychiatry, Health Plan or Advice Backup, and other comparable on-call duties as assigned by the appointing authority or his/her designee.

This differential is paid at the rate of 1.0 times his/her base rate of pay (not including differentials) for each eight (8) hours of call (1:8) for Pathology, GI, Ophthalmology, Health Officer, Plastic Surgery, Hand Surgery, Detention Medical, Psychiatry, Health Plan or Advice Backup, and other comparable on-call duties as assigned by the appointing authority or his/her designee. This differential pay ends in the event that the physician is called back and the physician returns to the hospital.

9. Physician Evening Clinic (B82): A physician is eligible for an additional \$15 per hour for working an evening clinic between the hours of 5:00pm and 11:00pm.

10. Physician Weekend Clinic (B82): A physician is eligible for an additional \$15 per hour for working a weekend clinic between Friday 11:00pm and Sunday 11:00pm.

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

**ATTESTED: February 26, 2013**

David J. Twa, County Administrator and Clerk of the Board of Supervisors

**Contact: Ted Cwiek, 925-335-1766**

By: , Deputy

**cc:** Robert Campbell, Auditor-Controller