SIDE LETTER
BETWEEN
Contra Costa County and
Physicians' and Dentists' Organization of Contra Costa (PDOCC)

This Side Letter is by and between and the County of Contra Costa ("County") and the Physicians' and Dentists' Organization of Contra Costa ("PDOCC") and is effective July 1, 2015, following approval by the Board of Supervisors.

This Side Letter amends the Memorandum of Understanding between Contra Costa County ("County") and the Physicians' and Dentists' Organization of Contra Costa ("PDOCC") (October 1, 2008 – October 31, 2016) as follows:

I. Replace paragraph D. of subsection 6.2 with the following new paragraph D:

6.2   D.   <u>Physician and Dentist Fall Back Differential (D98).</u> Physicians and dentists are eligible for this differential for hours a physician or dentist works in excess of his/her designated weekly position hours in an extended hours clinic. Extended hours clinics are clinics organized to meet peak patient demands Monday through Friday from 5:30p.m. through 9:00p.m., and Saturday 8:00a.m. through 5:00p.m. This differential is paid at the rate of 1.0 times his/her base rate of pay (not including differentials) plus $42 per hour.

II. Replace paragraph D. of subsection 6.3 with the following new paragraph D:

6.3   D.   <u>Physician and Dentist Fall Back Differential (D98).</u> Physicians and dentists are eligible for this differential for hours a physician or dentist works in excess of his/her designated monthly position hours in an extended hours clinic. Extended hours clinics are clinics organized to meet peak patient demands Monday through Friday from 5:30p.m. through 9:00p.m. and Saturday 8:00a.m. through 5:00p.m. This differential is paid at the rate of 1.0 times his/her base rate of pay (not including differentials) plus $42 per hour.

III. Replace subsection 6.7 with the following new subsection 6.7:

6.7   <u>**Evening and Weekend Assignments.**</u> The schedule for any physician or dentist working at least twenty (20) hours per week may include one four-hour evening clinic per week and/or one 4, 6, or 8 hour weekend clinic every eight weeks, at the discretion of the appointing authority or designee. Physicians or dentists with regular weekend direct patient care responsibilities are exempt from weekend clinic assignments. Such clinics will be compensated at the physician's or dentist's base rate plus fifteen dollars ($15) per hour. Except for those physicians given assignments in the Departments of Emergency Medicine, Obstetrics & Gynecology and Pediatrics, additional evening or weekend work will

be by mutual agreement. Such work will be compensated as described in Section 6.9. - Emergency Room Pay. This additional compensation applies only to the scheduled time and does not include unscheduled work required for patient care needs or inpatient morning rounds.

Additional evening and weekend work in the Departments of Emergency Medicine, OB-GYN and Pediatrics will be compensated as follows:

1. Emergency Department. A physician assigned to work in the Emergency Department will be compensated as set forth in Section 6.9 - Emergency Room Pay.

2. Department of Pediatrics. A physician with inpatient responsibilities for a physician assigned to the Department of Pediatrics will be paid at the hourly equivalent of his/her base pay.

3. Department of OB-GYN. A physician with inpatient responsibilities assigned to the Department of OB-GYN shall be paid as described in Sections 6.2 and 6.3 – Regular OB Coverage for Holidays, Evenings, and Weekends.

IV. Exhibit B of the MOU is applicable to dentists.

The terms of this Side Letter will be incorporated into the successor MOU between the County and PDOCC. All other terms and conditions of the MOU between Contra Costa County and PDOCC (October 1, 2008 – October 31, 2016) remain unchanged by this Side Letter.

Dated: _____10/21/15_____

FOR PDOCC:
(Signature / Printed Name)

_____ David T. MacDonalna

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FOR CONTRA COSTA COUNTY:
(Signature / Printed Name)

_____ David Goldstein, MD

_____ Glynis Hughes

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