ANALYSIS

This ordinance amends Title 6 - Salaries, of the Los Angeles County Code by amending portions of Part 4 (New Management Physician Pay Plan) Sections 6.08.400 (Title of provisions), 6.08.415 (New Management Physician pay plan general provisions), 6.08.425 (Management Physician E pay schedules), and 6.08.430 (Transition to new management physician pay plan).

ANDREA SHERIDAN ORDIN
County Counsel

By _____
HALVOR S. MELOM
Principal Deputy County Counsel
Labor & Employment Division

HSM:asv
Requested: 03-01-09
Revised: 04-26-10

ORDINANCE NO. 2010-0025

An ordinance amending Title 6 - Salaries, of the Los Angeles County Code relating to the New Management Physician Pay Plan.

The Board of Supervisors of the County of Los Angeles ordains as follows:

SECTION 1. Section 6.08.400 is hereby amended to read as follows:

6.08.400 Title of provisions.

This Part 4 of Chapter 6.08 shall be known as the "New Management Physician Pay Plan." There will continue to be a Part 2 "Physician Pay Plan" under which Management Physicians currently receiving a stipend through a medical school affiliation agreement will be compensated. As ~~each~~ the new affiliation agreement amendment is approved and signed by the Regents of the University of California and the County Board of Supervisors, the Physicians affected by that newly signed agreement will be compensated pursuant to the Part 4 "New Management Physician Pay Plan."

Following approval and signature of the new affiliation agreement amendment by the University of Southern California and the County Board of Supervisors, except as set forth below in Section 6.08.430B.3 and B.4, non-tenured Physicians affected by that newly signed agreement shall make a choice of being either a County employee, University employee, or maintaining current status as a County employee and a University employee. Those Physicians choosing County employment will be compensated pursuant to the Part 4 "New Management Physician Pay Plan." Those Physicians choosing University employment will resign from County employment.

Those non-tenured Physicians choosing to maintain their current status as a County and University employee and all tenured Physicians shall remain compensated pursuant to the Part 2 "Physician Pay Plan" and continue to receive compensation pursuant to the USC affiliation agreement as amended.

. . .

SECTION 2. Section 6.08.415 is hereby amended to read as follows:

6.08.415 New Management Physician pay plan general provisions.

A. Persons employed on any position whose salary is based on the Management Physician e E Tables provided for in Section 6.26.040 of this code shall be compensated pursuant to the applicable provisions of Part 4 of this chapter and shall be placed on and moved to steps within the appropriate E range schedules as set forth in Sections 6.08.425, 6.08.435, and 6.08.440.

. . .

SECTION 3. Section 6.08.425 is hereby amended to read as follows:

6.08.425 Management Physician E pay schedules.

. . .

3. Specialty assignment of Physicians. Specialty assignment shall be dependent upon the physician's privileges and by specific physician assignment. Each physician's specialty assignment shall be determined by the department.

. . .

SECTION 4. Section 6.08.430 is hereby amended to read as follows:

6.08.430 Transition to new management physician pay plan.

A. Eligible Participants. Physicians and Dental Directors eligible for compensation pursuant to this Part 4 of Chapter 6.08 (the "New Management Physician Pay Plan") shall be any Management Physician or Dental Director who is receiving no stipend from a medical school, except as set forth under paragraphs B.3 and B.4 below.

. . .

B. Step Placement Upon Transition to New Management Physician Pay Plan. Each Physician or Dental Director who is eligible for the New Management Physician Pay Plan who, immediately prior to becoming eligible, received compensation pursuant to Part 2 of this Chapter 6.08 (the "Old Physician Pay Plan"), shall be initially placed in the designated Management Physician E pay range as follows:

1. Each such Physician or Dental Director who, immediately prior to becoming eligible for the New Management Physician Pay Plan, received a stipend under ~~a~~ the Regents of the University of California (UCLA) medical school affiliation agreement as amended and approved by the board of supervisors and in effect immediately prior to January 1, 2008 ("Old UCLA Medical School Agreement") shall be placed at the nearest step in the designated new Management Physician E range that does not result in a reduction in pay, effective July 1, 2008. "Pay" for this purpose shall mean the sum of a) the monthly stipend received under the Old Medical School Agreement, and b) the Physician's regular monthly salary under the Old Physician Pay Plan exclusive of any bonus for board certification in a medical specialty or special rate

received pursuant to Section 6.10.150C of this code. In no event shall any Physician simultaneously receive compensation under the New Management Physician Pay Plan and Section 6.10.150C of this code. In any case where such pay exceeds the top step of the designated Management Physician E schedule, the Physician shall be paid at a special monthly rate, exclusive of any bonus for board certification in a medical specialty, that equals said pay and that maintains over time the same percentage differential between such rate and the top step of the designated Management Physician E schedule. Such special monthly rate shall constitute a base rate.

2. Except as set forth under paragraphs 3 and 4 below, each such Physician or Dental Director who received a stipend for providing teaching services at the university as a non-tenured professor under the University of Southern California (USC) medical school affiliation agreement as amended and approved by the board of supervisors and in effect immediately prior to January 1, 2008 ("Old USC Medical School Agreement") shall choose one of the following employment options: 1) maintain County employment, resign university professorship and stipend, and be placed on the New Management Physician Pay Plan; 2) resign from County service, maintain USC employment and compensation; or 3) maintain current employment status as a County physician paid pursuant to Part 2 of Chapter 6.08 (the "Old Physician Pay Plan") and continue to receive a stipend under the new USC affiliation agreement as amended and approved by the board of supervisors November 25, 2008.

Those physicians choosing employment option 1) shall be placed at the nearest step in the designated new Management Physician E range that does not result in a reduction in pay, effective July 1, 2008. "Pay" for this purpose shall mean the sum of a) the monthly stipend received under the Old USC Medical School Agreement, and b) the Physician's regular monthly salary under the Old Physician Pay Plan exclusive of any bonus for board certification in a medical specialty or special rate received pursuant to Section 6.10.150C of this code. In no event shall any Physician simultaneously receive compensation under the New Management Physician Pay Plan and Section 6.10.150C of this code or simultaneously receive compensation under the New Management Physician Pay Plan and a University. In any case where such pay exceeds the top step of the designated Management Physician E schedule, the Physician shall be paid at a special monthly rate, exclusive of any bonus for board certification in a medical specialty, that equals said pay and that maintains over time the same percentage differential between such rate and the top step of the designated Management Physician E schedule. Such special monthly rate shall constitute a base rate.

Those physicians choosing employment option 3), and those physicians who make no choice as set forth herein, shall continue to be paid pursuant to Part 2 of Chapter 6.08 (the "Old Physician Pay Plan") and continue to receive a stipend under the new USC medical school affiliation agreement as amended and approved by the board of supervisors November 25, 2008.

3. The Physician who received a stipend for providing teaching services at the university as a non-tenured professor under the University of Southern California (USC) medical school affiliation agreement as amended and approved by the board of supervisors and in effect immediately prior to January 1, 2008 ("Old USC Medical School Agreement"), who holds the University position of Associate Academic Administrator, and is the Designated Institutional Official receiving compensation for the Designated Institutional Officer, under the USC medical school affiliation agreement as amended and approved by the board of supervisors November 25, 2008, shall continue to receive such compensation for the position of Designated Institutional Officer.

4. Any Physician who simultaneously holds the County position of Medical Director and the University position of Academic Administrator under a USC medical school affiliation agreement, as amended and approved by the board of supervisors, shall continue to receive University compensation for the position of Academic Administrator.

5. Each such Physician as described in subparagraphs a and b above shall also be placed at the nearest step in the designated new Management Physician E range that does not result in a reduction in pay. "Pay" for this purpose shall mean the sum of a) the monthly stipend received under the Old USC Medical School Agreement, except with respect to the compensation for position of the Designated Institutional Officer or Academic Administrator as applicable, and b) the Physician's regular monthly salary under the Old Physician Pay Plan exclusive of any bonus for board certification in a medical specialty or special rate received pursuant to Section 6.10.150C of this code.

In no event shall any Physician simultaneously receive compensation under the New Management Physician Pay Plan and Section 6.10.150C of this code. Except as described in paragraph 3 or 4 above, no Physician shall simultaneously receive compensation under the New Management Physician Pay Plan and a University. In any case where such pay exceeds the top step of the designated Management Physician E schedule, the Physician shall be paid at a special monthly rate, exclusive of any bonus for board certification in a medical specialty, that equals said pay and that maintains over time the same percentage differential between such rate and the top step of the designated Management Physician E schedule. Such special monthly rate shall constitute a base rate.

~~2.~~ 6. Each such Physician or Dental Director who, immediately prior to becoming eligible for the New Management Physician Pay Plan, received no stipend under an Old Medical School Affiliation Agreement shall be placed at the nearest step in the designated new Management Physician E range that does not result in a reduction in the Physician's regular monthly salary under the Old Physician Pay Plan exclusive of any bonus for board certification in a medical specialty, effective January 1, 2008.

~~3.~~ 7. Step placement pursuant to paragraph ~~1 or 2~~ 1, 2, 5 or 6 above shall set a new step anniversary date.

. . .

SECTION 5. Pursuant to Sections 25123 (f) of the Government Code, this ordinance shall take effect immediately upon final passage. If this ordinance becomes effective after July 1, 2008, it shall be construed and applied as if it were effective and operative on and after July 1, 2008.

[608200KPCEO]

SECTION 6. This ordinance shall be published in The Daily Commerce a newspaper printed and published in the County of Los Angeles.

Chair

ATTEST:

Sachi A. Hamai
Executive Officer -
Clerk of the Board of Supervisors
County of Los Angeles

I hereby certify that at its meeting of May 25, 2010 the foregoing ordinance was adopted by the Board of Supervisors of said County of Los Angeles by the following vote, to wit:

	Ayes		Noes
Supervisors	Mark Ridley-Thomas	Supervisors	None
	Zev Yaroslavsky		
	Don Knabe		
	Michael D. Antonovich		
	Gloria Molina		

Effective Date: Pursuant to Section 5

Operative Date: Pursuant to Section 5

Sachi A. Hamai
Executive Officer -
Clerk of the Board of Supervisors
County of Los Angeles

I hereby certify that pursuant to Section 25103 of the Government Code, delivery of this document has been made.

SACHI A. HAMAI
Executive Officer
Clerk of the Board of Supervisors

By _____
Deputy

APPROVED AS TO FORM:
ANDREA SHERIDAN ORDIN
County Counsel

By _____
Leela Kapur
Chief Deputy County Counsel

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