



WILLIAM T FUJIOKA
Chief Executive Officer

County of Los Angeles
CHIEF EXECUTIVE OFFICE

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"To Enrich Lives Through Effective And Caring Service"

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April 30, 2013

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, California 90012

Dear Supervisors:

**COUNTYWIDE CLASSIFICATION ACTIONS
(ALL SUPERVISORIAL DISTRICTS)
(3 VOTES)**

SUBJECT

This letter and accompanying ordinance will update the table of classes of positions by adding one new classification of Relief Physician to provide for the implementation of a Physician Registry, as negotiated on behalf of the represented physicians. In addition, it will make necessary revisions to Title 5 – Personnel of the County Code to reflect changes to the Security Program.

IT IS RECOMMENDED THAT THE BOARD:

1. Approve the creation of the new classification Relief Physician.
2. Approve the accompanying ordinance amending Title 6, Salaries, of the County Code which is necessary to implement Recommendation 1 above.
3. Instruct the Auditor-Controller to make payroll system changes necessary to implement the recommendations contained herein.
4. Approve the accompanying ordinance amending Title 5, Personnel, of the County Code to update the County Security provision and to make technical corrections as needed.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

Negotiations were concluded with the Union of American Physicians and Dentists (UAPD) and the subsequent Memorandum of Understanding (MOU) was approved by the Board on November 20, 2012. Article 35 of the MOU (Attachment B) details the creation of the pilot Physician Registry to determine if a cost savings can be realized, where flexibility in physician staffing is needed to meet changing patient census numbers, by using part-time hourly County physicians in lieu of contract physician registries. This recommendation (Attachment A) will ensure the proper classification and compensation for these positions based upon the agreed creation of a Physician Registry.

Relief Physician

The classification of Relief Physician is essential to populate and support the County's Physician Registry (Registry). Incumbents holding these positions will be assigned to the Registry and licensed to render specialized professional medical services in a specific field on an hourly as needed basis.

Permanent full-time County employees participating in the Registry will be placed on the temporary Relief Physician positions pursuant to Section 6.16.010 of the County Code. Any temporary work performed as a Relief Physician may not exceed 24 hours in any one calendar week, per existing restrictions on outside employment.

Pay Structure

The variable hourly rate for the Relief Physician recognizes the current 40 medical specialties. As stipulated in the MOU, the hourly rates bear a cap of 75 percent of the top tier hourly rate for contractors in the same medical specialty. The contract physician registry tier rates are shown in Attachment C. Information showing the medical specialties and the allocation of the ranges are shown in Attachment D. The pay schedule tables are shown in the attached Ordinance.

Part-time temporary employees who do not hold another County position may elect to be paid at the higher hourly rate for their specialty with the understanding that they forego all benefits. If they do not agree with this stipulation, they will be paid at the established hourly rate for their specialty.

Security Program

The amendment of County Code Section 5.12.200 will ensure that the County Security program provision is in alignment with current County practices. It will further delineate the chief executive officer's responsibility for advising the board of supervisors and making recommendations after periodically reviewing the assignment of individual County officers to specific levels within the security program. This amendment will also make minor technical corrections to this section.

Implementation of Strategic Plan Goals

The actions recommended in this letter promote workforce excellence by resolving workplace issues while maintaining financial responsibility.

FISCAL IMPACT/FINANCING

No additional funding is required.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

The County Charter authorizes the establishment and maintenance of “a classification plan and the classification of all positions.” This responsibility is further delineated in Civil Service Rule 5.

The accompanying ordinance implementing an amendment to Title 6, Salaries, of the County Code has been approved as to form by County Counsel.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

Your approval of this classification and compensation recommendation will enhance operational effectiveness by providing supplemental specialized health services using County physicians.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'WTF', followed by a large, stylized flourish that resembles a heart or a similar shape, and then a horizontal line extending to the right.

WILLIAM T FUJIOKA
Chief Executive Officer

WTF:BC:JA
SJM:LR:JM:ra

Enclosures

c: Executive Office, Board of Supervisors
County Counsel
Auditor-Controller
Human Resources
Affected Departments

ATTACHMENT A

CLASS RECOMMENDED FOR ADDITION TO THE CLASSIFICATION PLAN

Proposed Savings/ Cafeteria Benefit Plan	Item No.	Title	Salary Schedule & Level
None	5473	Relief Physician	Various

ARTICLE 35

PHYSICIAN REGISTRY

The County finds that there is a need for flexibility in physician staffing to meet changing patient census numbers, and requirements for specialty services. This need has typically been met through contract physician registries. To determine whether it is more cost-effective to provide supplemental services using County physicians, the parties agree to create a pilot Physician Registry composed of members of this bargaining unit.

Each County department wishing to participate in the registry shall designate a coordinator for the Physician Registry. Employees in this bargaining unit who elect to join the departmental Physician Registry will notify the coordinator of their interest, and provide him/her with their availability for work on a monthly basis. Physicians will not be eligible for registry work during a work week in which they have taken time off without pay, or taken exempt leave (019 time). Full-time permanent County employees on the registry will be placed on an additional temporary position pursuant to Section 6.16.010 of the County Code. Supplemental temporary work on the additional position may not exceed 24 hours in any one calendar week, per existing restrictions on outside employment.

Compensation for the additional temporary position shall be 135% of the physician's normal base hourly wage. Hourly rates will be capped at 75% of the top tier rate for contractors in that medical specialty, or 110% of the physician's normal base hourly wage, whichever is greater. This will be the total compensation for the temporary position. The secondary position will be without benefits of any kind.

If the CEO determines that there is a shortage of physicians within one of the specialties identified in the physician pay plan, the hourly rate may be adjusted. Part-time temporary employees who do not hold another County position may elect to be paid at the higher hourly rate for their specialty if they agree to forego all benefits. Otherwise, they will be paid at the established hourly rate for their specialty.

The parties agree to conduct a study of the pilot to determine if the registry was successful in addressing the need for flexible physician services at a lower cost than contract registries.

This article will expire on September 30, 2013. It may be renewed by mutual consent.

**PART-TIME/INTERMITTENT SPECIALTY MEDICAL SERVICES
PHYSICIAN SERVICES – HOURLY RATE CAP SCHEDULE**

Tier 1 – Up to \$225.00 hourly rate (up to \$112.50 hourly on-call rate)

Anesthesiology
Cardiology
Cardiothoracic Surgery
Gynecologic Oncology
Emergency Medicine
Invasive Gastroenterology
Neurological Surgery
Ophthalmology
Otolaryngology
Pediatric Surgery
Plastic Surgery
Radiology (diagnostic; oncology)
Surgery
Urology
Vascular Surgery

Tier 2 – Up to \$175.00 hourly rate (up to \$87.50 hourly on-call rate)

Critical Care
Dermatology
Gastroenterology – Non-invasive
Hematology-Oncology
Neonatal-Perinatal Medicine
Obstetrics and Gynecology
Psychiatry

Tier 3 – Up to \$125.00 hourly rate (up to \$62.50 hourly on-call rate)

(All other specialties)

Allergy and Immunology
Family Medicine
Internal Medicine
 – Endocrinology
 – Rheumatology
Neurology
Nuclear Medicine
Pathology
Pediatrics
Physical Medicine and Rehabilitation
Preventive Medicine
 – Occupational Health

**PROPOSED RELIEF PHYSICIAN HOURLY RATE
BY SPECIALTY AND PAY SCHEDULE**

Specialty Code	Medical Specialty	Schedule
51	Anesthesiology	H18
52	Dermatology	H15
53	Emergency Medicine	H13
54	Family Practice	H04
55	Int Med-General/Endocrinology	H03
56	Int Med-Cardiology (Invasive)	H16
57	Int Med-Cardiology (Non-Invasive)	H07
58	Int Med-Critical Care	H14
59	Int Med-Gastro (Invasive)	H16
60	Int Med-Gastro (Non-Invasive)	H02
61	Int Med-Hematology/Oncology	H10
62	Int Med-Infectious Disease	H03
63	Int Med-Nephrology	H06
64	Int Med-Pulmonary (Invasive)	H08
65	Int Med-Pulmonary (Non-Invasive)	H03
66	Int Med-Rheumatology	H03
67	Neurology	H03
68	Nuclear Medicine	H12
69	ObGyn-General	H14
70	ObGyn-Gynecologic Oncology	H19
71	ObGyn-Maternal/Fetal Medicine	H17
72	Otolaryngology	H18
73	Pathology	H08
74	Pathology-Forensic	H11
75	Pediatrics	H01
76	Pediatrics - Neonatal/Critical Care	H10
77	Physical Medicine and Rehabilitation	H05
78	Preventive Medicine	H04
79	Psychiatry	H09
80	Radiology-General/Diagnostic	H20
81	Radiology-Vasc/Int Diagnostic	H22
82	Surgery-Cardio Thoracic	H22

**PROPOSED RELIEF PHYSICIAN HOURLY RATE
BY SPECIALTY AND PAY SCHEDULE (Continued)**

Specialty Code	Medical Specialty	Schedule
83	Surgery-General	H18
84	Surgery-Neurological	H22
85	Surgery-Ophthalmology	H18
86	Surgery-Orthopedics	H22
87	Surgery-Pediatric	H22
88	Surgery-Plastic	H21
89	Surgery-Urologic	H18
90	Surgery-Vascular	H21

ANALYSIS

This ordinance amends Title 5 – Personnel and Title 6 - Salaries, of the Los Angeles County Code by:

- Amending Section 5.12.200 (Security program) to update the County Security program provision;
- Adding and establishing a salary structure for an hourly non-management Physician classification.
- Adding and establishing a salary table for an hourly non-management Physician classification.
- Adding and establishing one (1) hourly non-management Physician classification.

JOHN F. KRATTLI
County Counsel

By



RICHARD D. BLOOM
Principal Deputy County Counsel
Labor & Employment Division

RDB:asv

Requested: 03-08-13
Revised: 04-16-13

ORDINANCE NO. _____

An ordinance amending Title 5 – Personnel and Title 6 - Salaries of the Los Angeles County Code, relating to adding and establishing the salary for a new hourly physician classification and the County Security program.

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

SECTION 1. Section 5.12.200 is hereby amended to read as follows:

5.12.200 Security program.

Designated county officers shall cooperate with the security program recommended by the chief administrative executive officer and adopted by the board of supervisors. The designation of county officers shall be by the ~~board of supervisors on the recommendation of the~~ chief administrative executive officer after consultation with the board of supervisors. The chief executive officer will periodically review the assignment of individual county officers to specific levels within the security program and make adjustments as appropriate after advising the board of supervisors of such changes and in the absence of any different direction from the board of supervisors. Each officer shall fully cooperate with all aspects of the special security program recommended by the chief administrative executive officer including use of assigned guards, installation of special equipment in his residence, and following of special security procedures at all times. In addition, each such officer may lease from the county a specially equipped vehicle for an annual fee of \$3,000 as determined by the chief executive officer and shall exclusively use such vehicle. The annual lease fee shall be paid to the county by monthly payroll deduction. In recognition of their official

duties, the county shall provide each such officer leasing a vehicle from the county an a
monthly allowance of \$200.00 per month as determined by the chief executive officer.
~~Such allowance may, at the option of the officer, be paid monthly or made as an added,~~
~~nonmatched, employer contribution to the officer' s savings plan established pursuant to~~
~~Chapter 5.26 of this code and Section 401(k) of the Internal Revenue Code.~~

SECTION 2. Section 6.08.455 is hereby amended to read as follows:

6.08.455 Occasional physician services.

...

F. Beginning on the effective date, a Physician employed as a Relief
Physician (Item No. 5473) shall be compensated on the indicated schedules of the
effective Relief Physician Schedule:

<u>Specialty Code</u>	<u>Medical Specialty</u>	<u>Schedule</u>
<u>51</u>	<u>Anesthesiology</u>	<u>H18</u>
<u>52</u>	<u>Dermatology</u>	<u>H15</u>
<u>53</u>	<u>Emergency Medicine</u>	<u>H13</u>
<u>54</u>	<u>Family Practice</u>	<u>H04</u>
<u>55</u>	<u>Int Med-General/Endocrinology</u>	<u>H03</u>
<u>56</u>	<u>Int Med-Cardiology (Invasive)</u>	<u>H16</u>
<u>57</u>	<u>Int Med-Cardiology (Non-Invasive)</u>	<u>H07</u>
<u>58</u>	<u>Int Med-Critical Care</u>	<u>H14</u>
<u>59</u>	<u>Int Med-Gastro (Invasive)</u>	<u>H16</u>
<u>60</u>	<u>Int Med-Gastro (Non-Invasive)</u>	<u>H02</u>
<u>61</u>	<u>Int Med-Hematology/Oncology</u>	<u>H10</u>
<u>62</u>	<u>Int Med-Infectious Disease</u>	<u>H03</u>
<u>63</u>	<u>Int Med-Nephrology</u>	<u>H06</u>
<u>64</u>	<u>Int Med-Pulmonary (Invasive)</u>	<u>H08</u>
<u>65</u>	<u>Int Med-Pulmonary (Non-Invasive)</u>	<u>H03</u>
<u>66</u>	<u>Int Med-Rheumatology</u>	<u>H03</u>
<u>67</u>	<u>Neurology</u>	<u>H03</u>

<u>68</u>	<u>Nuclear Medicine</u>	<u>H12</u>
<u>69</u>	<u>ObGyn-General</u>	<u>H14</u>
<u>70</u>	<u>ObGyn-Gynecologic Oncology</u>	<u>H19</u>
<u>71</u>	<u>ObGyn-Maternal/Fetal Medicine</u>	<u>H17</u>
<u>72</u>	<u>Otolaryngology</u>	<u>H18</u>
<u>73</u>	<u>Pathology</u>	<u>H08</u>
<u>74</u>	<u>Pathology-Forensic</u>	<u>H11</u>
<u>75</u>	<u>Pediatrics</u>	<u>H01</u>
<u>76</u>	<u>Pediatrics - Neonatal/Critical Care</u>	<u>H10</u>
<u>77</u>	<u>Physical Medicine and Rehabilitation</u>	<u>H05</u>
<u>78</u>	<u>Preventive Medicine</u>	<u>H04</u>
<u>79</u>	<u>Psychiatry</u>	<u>H09</u>
<u>80</u>	<u>Radiology-General/Diagnostic</u>	<u>H20</u>
<u>81</u>	<u>Radiology-Vasc/Int Diagnostic</u>	<u>H22</u>
<u>82</u>	<u>Surgery-Cardio Thoracic</u>	<u>H22</u>
<u>83</u>	<u>Surgery-General</u>	<u>H18</u>
<u>84</u>	<u>Surgery-Neurological</u>	<u>H22</u>
<u>85</u>	<u>Surgery-Ophthalmology</u>	<u>H18</u>
<u>86</u>	<u>Surgery-Orthopedics</u>	<u>H22</u>
<u>87</u>	<u>Surgery-Pediatric</u>	<u>H22</u>
<u>88</u>	<u>Surgery-Plastic</u>	<u>H21</u>
<u>89</u>	<u>Surgery-Urologic</u>	<u>H18</u>
<u>90</u>	<u>Surgery-Vascular</u>	<u>H21</u>

SECTION 3. Section 6.26.040 (County of Los Angeles Salary Tables) is hereby amended to add Table A to read as follows:

RELIEF PHYSICIAN SCHEDULE TABLE

TABLE A

See Section 6.08.455 F
Relief Physician H Schedule

Hourly Step Rates

Sch Num	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	
01	66.83	68.84	70.90	73.03	75.22	77.48	79.80	82.19	84.66	87.20	89.81	92.51	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	95.49
02	68.67	70.73	72.85	75.04	77.29	79.61	82.00	84.46	86.99	89.60	92.29	95.06	97.91	100.85	103.87	106.99	110.20	113.50	116.91	120.42	
03	68.67	70.73	72.85	75.04	77.29	79.61	82.00	84.46	86.99	89.60	92.29	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	95.26	98.12
04	70.56	72.68	74.86	77.11	79.42	81.80	84.26	86.78	89.39	92.07	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	95.03	97.88	100.82
05	72.50	74.67	76.91	79.22	81.60	84.04	86.57	89.16	91.84	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	97.64	100.57	103.58
06	74.49	76.73	79.03	81.40	83.84	86.36	88.95	91.62	93.75	93.75	93.75	93.75	93.75	93.75	93.75	94.56	97.40	100.32	103.33	106.43	
07	76.54	78.83	81.20	83.64	86.14	88.73	91.39	93.75	93.75	93.75	93.75	93.75	93.75	93.75	94.33	97.16	100.08	103.08	106.17	109.36	
08	78.64	81.00	83.43	85.94	88.51	91.17	93.75	93.75	93.75	93.75	93.75	93.75	93.75	94.10	96.93	99.83	102.83	105.91	109.09	112.37	
09	85.31	87.87	90.51	93.22	96.02	98.90	101.87	104.92	108.07	111.31	114.65	118.09	121.64	125.28	129.04	131.25	131.25	131.25	131.25	131.25	131.25
10	87.66	90.29	93.00	95.79	98.66	101.62	104.67	107.81	111.04	114.37	117.81	121.34	124.98	128.73	131.25	131.25	131.25	131.25	131.25	131.25	131.25
11	87.66	90.29	93.00	93.75	93.75	93.75	93.75	93.75	93.75	93.75	95.99	98.87	101.84	104.89	108.04	111.28	114.62	118.05	121.60	125.24	
12	90.07	92.77	93.75	93.75	93.75	93.75	93.75	93.75	93.75	95.76	98.63	101.59	104.64	107.78	111.01	114.34	117.77	121.31	124.95	128.69	
13	95.10	97.95	100.89	103.92	107.03	110.24	113.55	116.96	120.47	124.08	127.80	131.64	135.59	139.65	143.84	148.16	152.60	157.18	161.90	166.75	
14	95.10	97.95	100.89	103.92	107.03	110.24	113.55	116.96	120.47	124.08	127.80	131.25	131.25	131.25	131.25	131.25	131.25	131.25	131.25	131.92	135.87
15	100.40	103.41	106.51	109.71	113.00	116.39	119.88	123.47	127.18	130.99	131.25	131.25	131.25	131.25	131.25	131.25	131.25	131.25	131.25	131.25	131.25
16	103.16	106.26	109.44	112.73	116.11	119.59	123.18	126.87	130.68	134.60	138.64	142.80	147.08	151.49	156.04	160.72	165.54	168.75	168.75	168.75	168.75
17	106.00	109.18	112.45	115.83	119.30	122.88	126.57	130.36	134.25	138.25	142.35	146.55	150.85	155.25	159.75	164.35	169.05	173.85	178.75	183.75	188.85

SECTION 4. Section 6.28.050 (Tables of classes of positions with salary schedule and level) is hereby amended to add the following class:

ITEM NO.	TITLE	EFFECTIVE DATE	SALARY OR SALARY SCHEDULE AND LEVEL
<u>5473</u>	<u>RELIEF PHYSICIAN</u>	_____*	

SECTION 5. Pursuant to Sections 25123 (f) of the Government Code, this ordinance shall take effect immediately upon final passage.

*The Executive Office/Clerk of the Board of Supervisors shall insert the effective date for the salary or salary schedule and level in the space provided for the classifications added and compensation changes to Section 6.28.050 of the County Code.

[608455KPCEO]